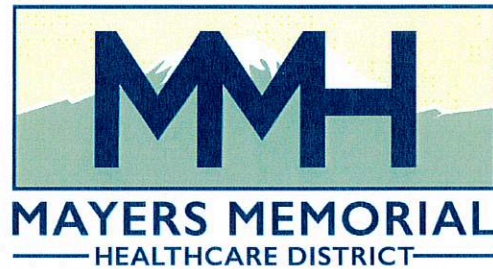


Chief Executive Officer
Ryan Harris



Board of Directors
Jeanne Utterback, President
Abe Hathaway, Vice President
Tami Humphry, Treasurer
Lester Cufau, Secretary
James Ferguson, Director

Board of Directors
Regular Meeting Minutes
July 30, 2025 @ 1:00 PM
Mayers Memorial Healthcare District
Burney Annex Boardroom
20647 Commerce Way
Burney, CA 96013

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.

CALL MEETING TO ORDER: Jeanne Utterback called the regular meeting to order at 1:00 PM on the above date.

BOARD MEMBERS PRESENT:

Jeanne Utterback, President
Abe Hathaway, Vice President
Lester Cufau, Director
Jim Ferguson, Director
Tami Humphry, Treasurer

ABSENT:

STAFF PRESENT:

Ryan Harris, CEO
Travis Lakey, CFO
Libby Mee, CHRO
Theresa Overton, CNO
Jessica DeCoito, Director of Operations
Jack Hathaway, Director of Quality
Valerie Lakey, CPRO
Ashley Nelson, Board Clerk
Dana Hauge, Director of Safety and Security
Tiffani McKain, Director of Clinical Services

2 CALL FOR REQUEST FROM THE AUDIENCE - PUBLIC COMMENTS OR TO SPEAK TO AGENDA ITEMS: NONE.

3 APPROVAL OF MINUTES

3.1	A motion made and carried; Board of Directors accepted the Regular Board Meeting minutes of June 25, 2025.	<i>Humphry, Ferguson</i>	<i>Approved by All</i>
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4 DEPARTMENT/OPERATIONS REPORTS/RECOGNITIONS

4.1	Resolution 2025.11- June EOM Resolution was approved and passed.	<i>Cufau, Hathaway</i>	<i>Approved by All</i>
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4.2	Safety Quarterly: Dana submitted her report. She further explained the recent 6 Security incidents. These have brought about potential security measures in the main lobby- ie: shatterproof glass in admitting and locking doors.		
4.3	Surgery: Theresa reported on Leanne's behalf. Leanne is currently working on solutions for surgery no-shows- ie: face to face pre op appointments with patients. She also explained that Lassen Heating and Air will be working on the humidity levels in the OR's.		

5 BOARD COMMITTEES

5.1 Finance Committee

5.1.1 Committee Meeting Report:
Tami reported that the full AR and AP for June will be brought to the Board next month. She briefly explained the DMS Power policy management quote, as well as the Retention Bonus Program.

Travis explained that due to the decrease in supplemental payments by 2030, our debt capacity decreased from \$80 million to \$11 million. Ryan suggested creating a workshop where current projects are revisited and priorities assigned- with all 5 board members present. Available dates will be sent out to board members of staff available days. Ryan reiterated that if team members bring quotes to the board, it needs to come with an explanation and cost analysis.

5.2	Quality Committee		
5.2.1	<p>July Quality Meeting Committee Report:</p> <p>Les reported the MTALA violations and plan of corrections. Dana will begin reporting to the Quality meeting quarterly, via ACHC requirements. He explained that we qualify for 2 QIP standards and payment for those will come next year. Jack and Ryan will create a standard for medication errors so that staff can aim for below the threshold. The Power DMS policy management system was discussed in length, regarding the need and cost versus the current policy management system.</p>		
5.3	Strategic Planning Committee Report		
5.3.1	<p>July Strategic Planning Committee Meeting:</p> <p>Abe reported that the debt capacity was discussed in the meeting, however it was still unknown due to the final decision being made the next day.</p>		
6	NEW BUSINESS		
6.1	<p>Power DMS Quote:</p> <p>The quote was approved and passed.</p>	<i>Cufaude, Humphry</i>	<i>Approved by All</i>
6.2	<p>Retention Incentive Plan Policy- Review of Pillar Goals, Retention Bonus Program and Years of Service Program</p> <p>Ryan reported that the Finance committee discussed it and he briefly described the history behind the programs. The amount given out each year (excluding the Pillar Goal program) is 5% of payroll each year. Jeanne agreed that, in the past, the high number of traveling staff contributed to the level of care. Libby explained the Pillar Goal Program, the Retention Bonus Program and the Years of Service Program. She contributes our high retention rate to these programs.</p> <p>\$1.2 million is the total for all bonuses in the 2024/2025 fiscal year.</p> <p>Theresa reported that the frontline staff has shown appreciation for both the lodging accommodations and Years of Service programs.</p>	<i>Humphry, Hathaway</i>	<i>Approved by All</i>
6.2	<p>2025 MMHD Board Assessment Survey:</p> <p>Discussion of the Board Assessment Survey was scheduled for "Board Education" in the August meeting.</p>	<i>Humphry, Hathaway</i>	<i>Approved by All</i>
	ADMINISTRATIVE REPORTS		
7.1	Chief's Reports: written reports provided in packet		
7.1.1	<p>DOO: written report submitted.</p> <p>Jessica provided an updated report to the Board. She updated the Board that the Solar Panel project deadline has been pushed back to October 25th, due to an 11-week delay in requiring a certain part needed. Permits needed for the Burney Center and PIN 74 (emergency generator for the AC) are managed by the Project Management Team, and legal approved to move forward with the Fall River Art and Trophies building. The well at the Lodge was also discussed.</p>		
7.1.2	<p>CFO:</p> <p>Travis was congratulated for being on the 2025 CFO list. He also further explained the debt capacity for 2030 and the potential costs of serving uninsured individuals who used to have Medicare and Medical. Travis will be attending a monthly Partnership Insurance meeting to keep updated on the changes.</p>		
7.1.3	<p>CHRO: written report submitted.</p> <p>Libby updated that the Leadership Empowerment Survey (each manager has 5 surveys of their leadership from their anonymous staff) and we are currently at 82% completion. Then the Employee Engagement Survey will roll out to staff.</p> <p>Adjusted turnover is 13.77% and the industry standard is 25-28%.</p>		

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 Director's documents are available online at www.mayersmemorial.com.

- 7.1.4 **CHPRO:** Written report submitted.
Val reiterated the Gold Tournament event coming up this coming weekend.
- 7.1.5 **CCO:** written report submitted.
Kevin and Tiffani are present to answer any questions regarding Keith's report. The MRI trailer is being surveyed currently and then it will be added to the district's license.
- 7.1.6 **CNO:** written report submitted.
Theresa further explained that the Hand Hygiene education has been continuing and the goal is to sustain 60% compliance. Her monthly rounding of the departments has been positive and beneficial, with various staff members acknowledging each other's hard work.
- 7.1.7 **CEO:** written report submitted.
Ryan reported that his monthly rounding of the departments has also been positive, meeting staff and hearing from frontline people. He able to talk to staff regarding bonus programs and the direction of the district, financially. Local press has been asking for statements, regarding how the new bill will affect our financial health, etc.- however Ryan has not put out any statement because we do not yet know how the bill will affect current or future services.

8 OTHER INFORMATION/ANNOUNCEMENTS

- Board Member Message:
8.1 Travis was listed as the 2025 CFO leaders and reappointment of OHCA. June EOM, donation of the equipment to Project Save, Gala dates, TCCN events, Golf tournament, thank you to thrift store volunteers (we need more)
- 8.2 Board Education: Ch 31-35 was assigned.

9 MOVE INTO CLOSED SESSION: 3:26 pm

9.1 Conference with Real Estate Negotiators (§54956.8)
Property: Masonic Lodge, Fall River Mills CA
Real Estate Negotiator: Ryan Harris
APN: 018-200-006

9.2 Public Employee Performance Evaluation (§54957)
Title: CEO

10.1 Hearing (Health and Safety Code §32155) – Medical Staff
Credentials

MEDICAL STAFF REAPPOINTMENT

Richard Leach, MD
Thomas Edholm, MD
Sean Pitman, MD
Aaron Babb, MD
Kevin Keenan, MD (UCD)
Elizabeth Ekpo, MD (UCD)
Sheela Toprani, MD (UCD)
Orwa Aboud, MD (UCD)

Approved By All

MEDICAL STAFF APPOINTMENT

Kendra Grether-Jones, MD (UCD)
Emily Andrada-Brown, MD (UCD)
Nathan Kupperman, MD (UCD)
Leah Tzimenatos, MD (UCD)
Alejandra Marquez-Loza, MD (UCD)
Erik Kuecher, PA-C (T2U)

AHP REAPPOINTMENT

Heather Corr, PA-C
George Winter, FNP

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11 RECONVENE OPEN SESSION:

12 Adjournment: 4:52 pm. Next Meeting is August 27 in Fall River.

I, Jeanne Utterback, Board of Directors President, 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 Healthcare District

Jeanne Utterback
Board Member

Cheryl Nelson
Board Clerk