



**Board of Commissioners
Work Session Meeting Minutes
Linkletter Hall
August 3, 2016**

The regular meeting of the Board of Commissioners was called to order by Board Secretary Jean Hordyk in Linkletter Hall and was opened with the pledge of allegiance at 12:30 pm. Also in attendance were Commissioners Jim Cammack, Jim Leskinovitch, John Miles, MD, and Tom Oblak; CEO Eric Lewis; CMO Scott Kennedy, MD; CNO Lorraine Wall, RN MSN; CFO Darryl Wolfe; Chief Human Resource Officer Richard Newman, Administrative Director Risk Management Donna Davison; General Counsel Jennifer Burkhardt; Marketing Manager Jeff Anderson, staff, public participants and Executive Assistant Gay Lynn Iseri. Board President John Nutter and Commissioner John Beitzel were excused.

EMPLOYEE RECOGNITION – Holly Wickersham, OMP Operations Director

The following employees were recognized for going above and beyond in their roles at Olympic Medical Center.

- Samantha Jacobson, OMP Sleep Clinic
- Thena Westfall, OMP Specialty Clinic
- Jillian Munger, OMP Orthopaedic Clinic
- Nicky Kasperwicz, OMP Specialty Clinic
- Chelsea Engel, OMP Primary Care Clinic

MEDICAL STAFF RECOMMENDATIONS – Carleen Bensen, MD, Past Chief of Staff

Approval was requested for the following:

July 2016 Medical Staff Credentials Report:

Reappointment to the AHP Staff:

1. Chommuang, Suree, ARNP, DNP OMP – Family Medicine

Appointment to the Active Medical Staff:

1. Lang, Thomas, MD Emergency Medicine
2. Myhre, J. Nikki, DO OMP – Family Medicine
3. Plamoottil, Sheena, MD OMP – OB/Gyn
4. Shklyanka, Oksana, MD OMP – OB/Gyn

Reappointment to the Active Medical Staff:

- | | |
|--------------------------|-----------------------|
| 1. Chirayath, Marion, MD | Medical Oncology |
| 2. Kintner, William, MD | OMP – Family Medicine |
| 3. Pan, Alexander, MD | Cardiology |
| 4. Scott, Robert L., MD | Family Medicine |

Telemedicine Privileges:

- | | |
|------------------------------|--|
| 1. Blanshan, Stephanie, ARNP | Swedish - New Tele Lung Practitioner - Effective 4/27/2016 |
| 2. Krishnananthan, Ruben, MD | RADIA – Radiology, Initial application |
| 3. Menon, Ravi, MD | Swedish - Effective 2/24/2016 |
| 4. Liou, Lee Loung, MD | Swedish - Effective 4/27/2016 |

Resignation/Contract Terminations:

- | | |
|-------------------------|------------------------------|
| 1. Reichman, Jordan, MD | Swedish – Effective 5/2/2016 |
|-------------------------|------------------------------|

Privilege revision – Updated Emergency Medicine form:

1. Adams, Jan T., MD
2. Barclay, Derek, MD
3. Bringgold, Bradley, MD
4. Churchley, Stephen, MD
5. Grinberg, Irene, MD
6. Harrah, Gregory, MD
7. Irick, Ronald, MD
8. Seaman, Matthew, MD
9. Schutz, Lusana, DO
10. Temerlin, Steven, MD
11. Wallace, James, MD
12. Whitley, Danielle, M

MOTION: To approve the July 2016 Medical Staff Credentials Report as presented.
Motion carried unanimously.

Medical Staff Policy G21 – Call Responsibilities

One exception to required call coverage for the medical staff was age. This was increased from 60 to 65 years old due to the ages of current providers. Another change is that on call physicians must present within 30 minutes to meet Level III trauma team regulations.

MOTION: To approve the Medical Staff Policy G-21, Call Responsibilities as presented. **Motion carried unanimously.**

OLYMPIC MEDICAL PHYSICIANS UPDATE – Eric Lewis, Chief Executive Officer
Revised Primary Care and Specialist Physician Compensation Policies

To clearly define primary care and specialist physician compensation, changes were made to the policies. The primary care policy (4.11) was revised to include pediatricians. The base salary for pediatricians was established at \$198,889 (90% of Sullivan Cotter data). Call requirements includes a 1 in 5 rotation for neonatal resuscitation coverage in OB, and pediatric hospital rounding. Extra shifts will be compensated \$500, per extra shift.

The policy for specialist physicians (4.13.01) clarifies time for surgeons to include surgery time, inpatient rounding, and on-call work in the ED as part of the 36 hours minimum per week.

MOTION: To approve the revised Primary Care and Specialist Physician Compensation Policies as presented. ***Motion carried unanimously.***

Pediatrician Employment Agreements – Peninsula Children’s Clinic

In order to maintain long-term access for patients, the pediatric providers would like to join OMP. This move would assist in the challenges faced by independent clinics such as recruitment and retention, the high cost of EHR, and facility maintenance. Seven standard agreements, five physicians, and two advanced practice clinicians, were presented for consideration. Most of the physicians are .91 FTE, Dr. Harrington is .75 FTE, Amy Miller is .89 FTE, and Michelle Turner is .67 FTE. Annual base salary for physicians is \$198,899, and advanced practice clinicians if \$105,000.

MOTION: To authorize the CEO to sign the seven standard Olympic Medical Physicians employment agreements using the approved compensation policies for physician services with: Madeline Harrington, MD, at the annual salary of ONE HUNDRED FORTY NINE THOUSAND ONE HUNDRED SIXTY SEVEN DOLLARS (\$149,167); Laura Bullen, MD, Christine Rose, MD, Jeff Weller, MD, and Grace Yelland at the annual salary of ONE HUNDRED EIGHTY THOUSAND NINE HUNDRED TWENTY FOUR DOLLARS (\$180,924); and two employment agreements for advance practice clinician services with: Amy Miller, PA, at the annual salary of NINETY THREE THOUSAND FOUR HUNDRED FIFTY DOLLARS (\$93,450), and Michelle Turner, ARNP, at the annual salary of SEVENTY THOUSAND THREE HUNDRED FIFTY DOLLARS (\$70,350) as presented.

Discussion: The effective date is upon completion of the Medical Office Building, when they move into their permanent location, and are using Epic, hopefully by mid-December 2016. ***Motion carried unanimously.***

Advance Practice Clinician Employment Agreement – Primary Care

Approval was requested for the agreement with Paul Larson, PA-C who worked for OMC for two years before moving to Utah for family reasons. There will be no moving or sign-on incentives. Two retention agreements were already paid, and two more will be available to him. He will be available of March 2017.

MOTION: To approve the standard Olympic Medical Physicians advance practice clinician employment agreement with Paul Larsen, PA-C, at the annual salary of ONE HUNDRED THOUSAND DOLLARS (\$100,000) as presented. **Motion carried unanimously.**

Physician Employment Agreement – Cardiologist

Approval was requested for the agreement with Robert Henson, MD, cardiologist, who will be available mid-December, 2016. This will bring OMP to a total of four cardiologists.

MOTION: To approve the standard Olympic Medical Physicians employment agreement with Robert E. Henson, II, MD, for cardiology services, at the annual salary of THREE HUNDRED SEVENTY FIVE THOUSAND DOLLARS (\$375,000) as presented. **Motion carried unanimously.**

Professional Services Agreement with Swedish

The agreement with Dr. Alexander Pan, who has been with OMC for two years, was introduced. The base annual salary is \$400,020 with standard benefits. Details of the agreement are still being finalized.

Commissioners Leskinovitch and Cammack voiced their strong disappointment in the decision by the Port Angeles City Council to reverse the decision to fluoridate the water.

There being no further business, the meeting was finally adjourned at 12:58 pm.

APPROVED AND ADOPTED this 17th day of August, 2016.

ATTEST:

Secretary

Commissioner

Commissioner

President

Commissioner

Commissioner

Commissioner