



**Board of Commissioners  
Special Meeting Minutes  
Linkletter Hall  
June 30, 2017  
12:00 PM**

The special meeting of the Board of Commissioners was called to order by Board President Jim Leskinovitch in Linkletter Hall and was opened with the pledge of allegiance at 12:00 pm. Also in attendance were Commissioners John Beitzel, Jim Cammack, Jean Hordyk, John Miles, MD, and Tom Oblak, Chief Executive Officer Eric Lewis, Chief Nursing Officer/COO Lorraine Wall, RN, Chief Financial Officer Darryl Wolfe, Chief Human Resource Officer Richard Newman, General Counsel Jennifer Burkhardt, GPHR, and Executive Assistant Gay Lynn Iseri.

Commissioner John Nutter, Chief Medical Officer/Safety Officer Scott Kennedy, MD, OMP Chief Physician Officer Joshua Jones, MD, and Risk Manager Donna Davison were excused.

**UFCW Pro/Tech Bargaining Agreement Ratification – Jennifer Burkhardt, GPHR, Legal Counsel**  
Wage increases were negotiated that were supported by market data and necessary to recruit and retain a stable workforce. The union voted on June 13 for wage increases across the board to the bargaining unit: 3% in year 1; 2% in year 2; and 2% in year 3. Individualized assessment for certain job classifications for recruitment and retention occurred as follows: Pharmacists (4%); Pharmacy Technicians (2%); Pharmacy 340B Buyer (added \$1.25 to Pharmacy Technician scale); Cardiac Wellness Technicians (1% per year for 3 years); Echo Sonographers (2%); Med Techs (4%); Lab Tech Specialists (4%) and Multi-Procedure Techs in Diagnostic Imaging (4% in year 1; 2% in year 2). Occupational and Speech Therapists were placed on the same scale as Physical Therapists, and a Specialist Certification Pay Addendum for Physical Therapy was expanded to include Occupational and Speech Therapists.

The evening shift premium was increased from \$2.25 to \$2.50/hour; night shift premium was increased from \$3.00 to \$3.75/hour; and weekend premium was increased from \$2.25 to \$2.75/hour.

**MOTION:** To approve the three-year UFCW Pro/Tech Bargaining Agreement effective the pay-period beginning July 2, 2017 as presented.

**Discussion:** The agreement was exceedingly well received by the 300 employees, and was needed to address the many open positions and upcoming retirements at OMC. Jefferson Healthcare and Harrison Medical Center also responded with the increase in market wages for these positions.  
**Motion carried unanimously.**

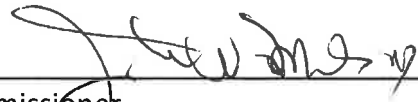
There being no further business, the meeting was adjourned at 12:09 pm.


**APPROVED AND ADOPTED** this 19th day of July, 2017.

**ATTEST:**

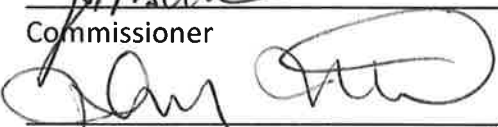
  
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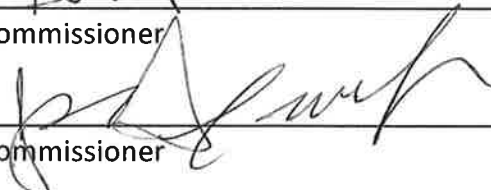
  
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