**EASTERN PLUMAS HEALTH CARE DISTRICT**

**SPECIAL BOARD RETREAT**

**Wednesday, April 20, 2016**

**10:30 A.M.**

**Nakoma**

***Minutes***

1. **Call to Order.**

The meeting was called to order at 10:45 am by Gail McGrath

1. **Roll Call.**

Present: Jay Skutt, Dr. Paul Swanson, Janie McBride, Lucie Kreth, Gail McGrath, Jeri Nelson and Tom Hayes.

1. **Approval of Agenda**.

Ms. McGrath motioned to accept the Agenda and Minutes as submitted. A second was made by Dr. Swanson. None opposed, the motion was approved.

1. **Board Comments.**

Mr. Skutt briefly pointed out sections of the EPHC vision statement.

1. **Board Self Evaluation**

Mr. Skutt asked everyone to comment on the Boards performance over the last year, specifically what they did well and things they can approve upon. Board members stated that they all feel they get along well, they are dedicated to the hospital, they are all very appreciative of staff, and they educate themselves on hospital issues.

One area that could be improved is focusing time on strategy during the meetings. It was suggested that at each meeting there be a specific question that could be discussed. For example, “how can we serve the community better?” Board, members will come up with questions to be discussed in future meetings.

Other ideas presented included informing the community more on what we are doing, keeping state and local politicians informed about our issues, report for the city council and Board of Supervisors, and more participation in advocacy.

Overall, the entire Board felt like they were doing an excellent job in their duties as Board Members.

1. **CEO Succession Plan**

The Board reviewed the CEO Succession Plan developed several years ago. It was felt the plan was still appropriate. There was a discussion regarding trying to develop people from within. A priority for this year is to develop a strong leadership program in order to create depth within the organization.

Mr. Hayes informed the Board he was planning on continuing to work as long as his health is good.

1. **CFO Succession Plan**

Ms. Nelson informed everyone that she was planning to work at least two more years. She has been attempting to train Janie Dykes, her accountant, to take on more duties. The Board felt that if she needed more help in her department that she attempt to hire someone with experience. Another option discussed was possibly sharing a higher level individual with Plumas District Hospital. Mr. Hayes will discuss with Jeff Kepple.

1. **Sale of Property for Dispensary**

There was considerable discussion regarding the sale of our property to the marijuana grow farm. It was felt that before we make a decision that we physically visit a facility similar to the one proposed in order to determine the security and or issues involved. Also, how many jobs would this facility create?

There was agreement that we need to have all the facts to be able to explain to the community why we would or would not sell the land. Once more facts are available we will get together to discuss.

1. **Strategy Discussion**

Mr. Hayes gave a report on the recent request to the County for MHSA funds for behavioral health. Also, our focus on the PRIME program is also for behavioral health.

Also discussed was the long term facility replacement and whether we will need acute beds at all. Also, how will the new facility be financed? This project will need to be reviewed over the next year.

Mr. Hayes reviewed several goals for next year to include physician recruitment, mid level recruitment, behavioral health, expand outpatient services, create partnership with Tahoe Forest and local hospitals, leadership training, boiler replacement, open the Pine Street Clinic, Foundation reorganization, and participation in the LAFCO discussion regarding consolidation of health care districts.

1. **Closed Session**

Ms. McGrath announced the Board would move into closed session at 1:30 p.m., pursuant to Health and Safety Code 32155.

The Board returned to open session at approximately 2:39 pm:

1. Government Code 54957: Public Employee Performance Expectations

and Evaluation, CEO, a public employee

The Board provided Mr. Hayes comments on his performance. The Board feels that he has done an excellent job. He is very communicative, interactive and approachable. Much has been accomplished since he arrived. Mr. Hayes noted that areas where he could improve include informing the Board more frequently, increase his emphasis on advocacy and create a leadership development program.

**9. The meeting was adjourned at 2:45 pm**

2.26.15

Approval Date