

**CGH BOARD OF DIRECTORS
EXECUTIVE COMMITTEE
December 19, 2019**

CALL TO ORDER & ATTENDEES – A meeting of the Board Executive Committee was called to order at 0733 on Thursday, December 19, 2019, in the 4th Floor Admin Conference Room. Members present were Mr. VanOsdol, Mr. Moore, Mrs. Rasmussen, Dr. McGlone, and Dr. Jones. Also present was Dr. Steinke.

CEO Goals Dashboard

The CEO Goals Dashboard for FY20 was discussed. For the FY thus far, goals are being met in PSI Composite Score, CMS Mortality for CHF, CMS Readmit, and Total Margin. Updates on the other CEO Projects that were outlined by Exec Committee were discussed as well.

Annual Review of Employed Physicians' Compensation/Contracts

Discussion of employed physicians who are on production and salary or combination was reviewed. The goal is to get all physicians on a production, market-based compensation model but that isn't always possible.

Annual Review of Senior Management Compensation

Market comparisons were used to show where CGH is in terms of senior management compensation using 990's information from similar sized organizations.

Employee Engagement Survey Results – Initial Review

Initial review of results from the recent EES were discussed. This will come to the full board at the meeting in January.

Capital Request

Request was received and discussed to hire Nordic Consulting to help us develop a road map, assessment, and cost of ownership of a combined EHR. After some discussion, a motion was made, seconded, and unanimously approved to engage with Nordic Consulting at a cost of \$135,000.

NICTC Update

CGH's partnership with KSB with NICTC was discussed. KSB has tried to bring in a separate Medical Oncology group but unfortunately it has not resulted in any greater support from Lee County for NICTC. With a significant capital expense on the horizon, we are not sure if NICTC has the cash flow to continue operating the way they are currently. Options/remedies were discussed with more to be explored.

Project Updates

- Discussed recent CON approval for CGH to proceed with inpatient Psychiatry Unit
- Discussed possible real estate for purchase
- Discussed resignation of Dr. Pete Mills, Anesthesiology

There being no further business, the meeting adjourned at 0903.

Respectfully,

Attest:

Paul G. Steinke, D.O.
President & CEO

John VanOsdol
Board Chair