



**Minutes of the Regular Meeting of the Board of Directors
April 15, 2021**

The Regular Meeting of the Eagle County Health Service District occurred on April 15, 2021 at 8:00 a.m.; at 1055 Edwards Village Blvd., Edwards, Eagle County, Colorado, in accordance with the applicable statutes of the State of Colorado.

The following Directors were present and acting:

Attending Remotely:

Jeff Babb
Dr. John "Chip" Woodland
Mark Bergman
Dan Smith
Janet Bartnik @ 9:14am

Also in attendance:

ECHSD Staff:
Jim Bradford, CEO/COO
Amy Gnojek, CEO/CFO
Steve Vardaman, Operations Manager
Ryan Bush, Operations Specialist
Will Dunn, Senior Manager of Clinical Services
Graham Kane, Clinical Specialist
Kevin Creek, Community Health Specialist
Katie Coakley, Communications Coordinator/PIO
Veronica Ross, Finance Manager
Scott Lindquist, IT Manager
Jennifer Cooley Follett, Accounting Clerk
Kate Byers-Contractor, Interim HR
Sarah Braucht, Office Coordinator
Chris Marsh, Fleet Coordinator & Paramedic
Melissa Lambertus, Community Paramedic

Public

None

Call to Order The Regular Meeting of the Board of Directors of Eagle County Health Service District was called to order by Director Babb on April 15, 2021 at 08:01 a.m. noting a quorum was present.

Consent Agenda

A motion was made by Mr. Bergman to approve the Consent Agenda. Mr. Woodland seconded the motion. Motion passed unanimously.

Ms. Gnojek discussed the format of the monthly expenditures report. The shorter format does not provide enough information and the longer format too much information. The modified version provides the most valuable amount of information to the Board. Ms. Ross said she can reach out to the financial software company to see if they can create a custom report and help to eliminate hours of work Ms. Ross puts into making the modified report.

RESOLVED to approve the March 18, 2021 Board Meeting Minutes and Monthly Expenditures.

OLD BUSINESS:

Board Retreat -

Mr. Babb has been talking with Karen Palmer Consulting to help format the Board Retreat. There are still some items that need to be addressed before the retreat and to postpone it to early August. The Board agreed and also requested the retreat be held the same week as the Board meeting.

“One ECPS” Goals Recap-

Ms. Gnojek reviewed the leadership team goals established at their retreat in preparation for the Board retreat. These are separate goals from the District strategies at large, to help move the District forward. These goals include:

1. Make things easier.
2. Reimagine and revive quality improvement (QI)
3. Measure the right data and key metrics
4. Align employee evaluation performance and feedback system to District goals and values

Tasks to achieve these goals include contracting with Kim Williams of Decipher Consulting to review human resources and finance functions and review quality improvement throughout all levels of the District. Staff is also identifying what is important to measure to push the District forward. Additionally, the current employee evaluation process is cumbersome and to bring value to the process by making it automated and aligning development and training to performance goals. Ms. Gnojek wants these leadership goals to tie directly into and improve productivity and efficiency of staff and processes.

NEW BUSINESS:

Audit Schedule & Timeline -

Ms. Gnojek stated the audit will take place the week of May 17th. Due to the pandemic, the state has pushed the audit deadline to July 30th this year. The audit presentation to the Board will be at the June Board meeting. This is the second year the District has used this audit company and staff will be paying close attention to the process this year.

ACTION ITEMS:

Generate List of Monthly Board Meeting Agenda Topics -

Director Babb, Mr. Bradford, and Ms. Gnojek recently met to discuss the goals for the Board retreat. How the monthly meeting agenda is set now does not leave a lot of room to discuss technical items, so the team wanted to propose an Action Item section on the agenda. Items the Board wants to address in the near future are an updated organization chart, finance reserves, employee housing, and the long term sustainability of the community paramedic program. Ms. Gnojek wants this to be a living list to update every month to gather Board and public input.

UPDATES:

Executive/Operations Report –

Mr. Bradford spoke about the revision of CDC guidelines regarding safety protocols for people who are fully vaccinated and around others who are as well. Leadership staff have evaluated the current situation of covid in the county and have decided to roll back internal masking requirements for field staff in crew quarters. All staff are still required to be fully masked for encounters with patients and the public. Eagle County has proposed ending all mask requirements on the Friday before Memorial Day weekend. About 90% of District staff are vaccinated compared to roughly 50% of eligible adults in Eagle County.

March was the busiest March and third busiest month overall for interfacility transfers. Transfers are becoming increasingly complex and complicated and mental health transfers comprise about 30% of the volume. Field staff are trying to move transfers to day time hours as much as possible and the peak transfer time is mid afternoon to evening. Leadership staff is looking at transfer company alternatives since it is getting harder to manage the volume of transfers which often take at least five hours round trip. The District is experimenting this summer to shift schedules to accommodate busier transfer times.

Mr. Bradford has a Population Health meeting today where he will discuss how community partners can help with the community paramedic program with available county resources.

Executive/Finance Report –

Ms. Gnojek gave an update on hiring for the Human Resources Manager position, that there has been good activity in response to the job posting, and two candidate interviews are taking place next week. IT Manager, Mr. Lindquist, recently submitted his resignation letter, however he will be staying on in a remote capacity to help for the next couple months. He is working on his transition plan and the IT needs of the organization. Leadership staff decided

that two full time employees will be ideal to fill the IT needs of the District, both a support technician and a network administrator. Mr. Lindquist is the first dedicated IT employee for the District and he has significantly improved IT security and procedures.

Ms. Gnojek reported that the District's outsourced billing company billed incorrect rates to some patients and rather than just fix the mistake moving forward, staff decided to do the right thing and refund past patients who were impacted by this mistake. The District has reprocessed claims and is issuing refunds of around \$30,000 this month.

Ms. Gnojek attended EMS on the Hill Day yesterday in Denver and met with the office of Senators Hickenlooper, Bennett, and Congressman Neguse to discuss four pieces of legislation which, if passed, would significantly help emergency medical services:

- H.R. 2454, Protecting Access to Ground Ambulance Medical Services Act of 2021 - This legislation seeks to address two major problems related to Medicare reimbursement for ground ambulance services to ensure that when Americans call 9-1-1 or otherwise require the healthcare services provided by an ambulance that there will be one available. Without the extension of the ground ambulance add-ons and a technical fix to the policies defining rural and super-rural areas, many ambulance organizations will not be able to continue serving their communities.
- The SIREN Act - This law creates a \$20 million grant program for public and non-profit EMS agencies and fire departments in rural areas to support the recruitment, retention, education and equipment for EMS personnel.
- H.R. 2354, the EMS Counts Act of 2021 - This will address the chronic miscounting of EMS personnel by allowing firefighters to identify themselves as cross-trained EMS practitioners.
- Permanent extension of Section 9832 (S.149/H.R. 1609) - A request that reimbursement for EMS treatment in place be made permanent.

Staff Reports -

There were no comments on the Staff Reports.

EXECUTIVE SESSION-

The Board convened into Executive Session at 9:22am for 24-6-402(4)(e), C.R.S., Determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators and 24-6-402(4)(f), C.R.S., Personnel matters regarding the Hawthorne loan process

The Board reconvened at 10:01 a.m.

Mr. Smith made a motion to approve the Employers Council Workplace Investigation Engagement Letter as presented. Mr. Woodland seconded the motion. Motion passed unanimously.

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Adjournment –

There being no further business to come before the Board, Mr. Bergman made a motion to adjourn the meeting. Ms. Bartnik seconded the motion. Motion passed unanimously.

RESOLVED to adjourn the Regular Meeting of April 15, 2021 at 10:09 a.m.

Respectfully submitted,
Secretary for the Meeting
Sarah Braucht

Approved: Board of Directors



