



**CAMBRIA COMMUNITY HEALTHCARE DISTRICT
SEPTEMBER 20, 2021
SPECIAL BOARD MEETING/STRATEGIC
PLANNING WORKSHOP MINUTES**

A) OPENING

1) The meeting was called to order at 9:00 AM.

2) The Pledge of Allegiance was not conducted as there was no flag present.

3) Board Members Iggy Fedoroff, Bill Rice, Laurie Mileur, Cecilia Montalvo and Diane Kubat were present. Also present were Administrator Mike McDonough, Operations Manager Tim Benes and Administrative Assistant Simone Rathbun.

B) PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

There were no members of the public present at this meeting.

C) REGULAR BUSINESS

Review of the 2019-2021 Strategic Plan. Director Montalvo stated that the plan began in 2020, not 2019, so it should be renamed the 2020-2023 year plan. The current Mission statement was reviewed and a breakdown of the three core missions was discussed; Emergency Services, Access to Care and Wellness Promotion. Capital planning was also discussed, which would go hand in hand with strategic planning.

Director Montalvo inquired if the other Directors felt that these were still the three cores of the strategic plan, and they all agreed that they are. She then suggested they have a discussion about strategies under each core to make sure they are still relevant.

Employee brown outs due to current staffing issues was discussed. It's not a pay issue, it's due more to not being able to find employees who want to work part time on a 12-hour car.

The part time reserve employees would come in for a 24-hour shift but are hesitant to come in for a 12-hour shift, as a lot of them live more than an hour away.

Director Fedoroff suggested perhaps they do a test period of this shift change, having the additional 24-hour shift stay in a hotel since it is just for a trial period, and since we currently do not have overnight housing for four employees.

Director Rice then suggested that we could go to one ambulance. Tim stated that we need to ask the County because we are required to provide a certain amount of coverage. Director Fedoroff then recommended that the staffing issue be put on the October regular Board meeting agenda.

Director Rice stated that whatever we ultimately decide to do with the facilities, there would be a bond initiative to the taxpayers so there would be little or no financial impact to the District budget.

Director Rice then inquired as to various ways to bring in additional income. A subscription service was discussed, as well as becoming a booster vaccination center for Cambria. Tim mentioned that Dr. Griffith is interested in partnering with the District to do EKGs, IVs, etc., and he will reach out to him. Director Rice then stated if we can get the hotel industry to agree to a dollar or two a night per room fee per guest, as a Cambria Community Healthcare fee, that this would generate a projected \$200k per year. He would like to know who to speak to about this and pursue this further. Director Fedoroff suggested he start with Mel McColloch, then Dirk Winter, making sure to state why we need this extra revenue and why it's fair to tax transients..

Directors Rice and Fedoroff then stated and agreed that having a primary physician come to Cambria seems to have become a pipe dream and will probably not happen. So, Plan B would be to look into bringing an Urgent Care Center to Cambria. Director Montalvo stated that she wants to continue pursuing Dignity.

Director Rice suggested that an incentive for hiring a physician would be to recruit somebody from the Midwest, in the winter, middle-aged, sell them on Cambria, and offer them a house if they relocate.

Director Mileur stated that the new facility design would include an exam room in the front lobby, for paramedicine, and this may bring future revenue.

Soliciting donations for the Trust account was then discussed. Director Fedoroff stated we could state that we have capital needs, or we can go to Cambria Community Council by 11/1 and ask for a donation. Tim stated that Toughpads are needed as the ones they have are obsolete and cannot be repaired.

F) DECLARATION OF FUTURE AGENDA ITEMS

- 1) Adopt revised strategic plan at October regular board meeting;
- 2) Staffing proposal at a future Board meeting;
- 3) Make request to Cambria Community Council for ToughPads by November 1..

G) ADJOURNMENT

The meeting was adjourned at 11:10 AM.