

Meeting	Board of Directors		
Date / Time	August 25, 2025, 6:30 pm	Location	Irrigon Library, 490 NE Main AVE, Irrigon, OR 97844 Zoom
Chair	Janet Greenup	Recorder	Julie Baker
Board Members	Present: Stephen Munkers, Janet Greenup, Russel Nichols, Jason Hanna, Annetta Spicer		
Attendees	Staff: Bob Houser, Julie Baker, Jodi Ferguson, Dr. Seals, Jamie Houck, Heidi Turrell Carr, Katelin Tellechea, Sheryl Angell, Lisa Spencer, Staci Hedman, Tonja Lemmon, Trista Seastone, Jimmy Wimer. Guests: N/A Press: Gazette Times		

Mission
Bring essential health services to our rural communities that meet the unique needs of the people we serve.

Vision
Be the first choice for quality, compassionate care, and lead the way in promoting wellness and improving health in our communities.

Values
Integrity, Compassion, Quality, Respect, Financial Responsibility

Agenda Item	Minutes
<p>1. Call to Order & Pledge of Allegiance</p> <p>2. Public Comment</p> <p>3. Approval of Meeting Minutes A. July 28, 2025</p> <p>4. Consent Agenda A. CEO Dashboard – Bob Houser B. Quality Report – Dr. Seals C. EMS Stats – Bob Houser</p> <p>5. Reports A. CEO Update – Bob Houser B. Financial Report 1. Update on year end closeout 2. Is the board getting what it needs, old financials, check registers, etc.?</p> <p>6. Medical Staff Report</p>	<p>1. Chair Janet called the meeting to order at 6:30 pm</p> <p>2. Public Comment</p> <ul style="list-style-type: none"> • David Sykes, Heppner <p>3. Approval of Meeting Minutes.</p> <p>MOTION: Russ Nichols moved to approve the minutes for the July 28, 2025 meeting. Stephen Munkers seconded the motion. The motion passed by all Board members voting, Annetta Spicer not present for the vote.</p> <p>4. Consent Agenda A. Houser discussed the CEO Dashboard, including turnover and vacancy rates for the District, he also discussed one new position open for the District. Houser discussed cash on hand and days in A/R. B. No Quality Report this month. C. Houser reviewed EMS Stats (in packet).</p> <p>5. Reports A. Houser provided a CEO Update, stating two providers were hired and joining the District: Lori Ann Lammers, FNP at Irrigon Medical Center and Dr. Emily Jack at Pioneer Memorial Clinic. Houser also provided an update on a new HR position opening.</p> <p>Houser discussed a Community Benefit Request as presented in packet from Boardman Food Pantry. The Board held a discussion around what is the need for the pantry. Houser shared that the budget for this type</p>

<p>A. Approve credentials and privileges:(see binders)</p> <p>7. Old Business</p> <p>A. CEO & CFO search</p> <p>8. New Business</p> <p>A. Nazarene Church</p> <p>9. Executive Session</p> <p>Members of the news media may attend executive sessions, with limited exceptions. News media are instructed not to report about what happened in executive sessions.</p> <p>A. Discussion of Interim CEO contract to be held under ORS 192.660(2)(a)</p> <p>B. Discussion of litigation or litigation likely to be filed to be held under ORS 192.660(2)(h)</p> <p>10. Open Session</p>	<p>of request currently holds around \$40,500. Munkers asked if they needed more money than requested. The Board discussed the upcoming fundraiser for the pantry and determined that if more money is needed than requested, they could evaluate it at a later point.</p> <p>MOTION: Stephen Munkers moved donate \$5,000 to the Boardman Food Pantry as a Community Benefit Request. Jason Hanna seconded the motion. The motion passed unanimously by all Board members.</p> <p>Houser discussed the District’s current vesting schedule for the 401(k) plan as presented in packet. In 2023 the Board voted to change the vesting timeline from zero to two years. Houser recommended to change the vesting schedule to one year. The Board held discussion on terms and different options, including any potential change to the cost of the plan for the District if the vesting schedule is changed. The Board determined the need to table this discussion pending more information around any cost to change the vesting plan, and asked Jodi Ferguson to assist in gathering this information.</p> <p>Houser provided an update on outstanding deficiencies from CMS Surveys at Pioneer Memorial Hospital (PMH). The first from 2023 regarding room 204 being approved for use of the Dexa/Ultrasound. Houser sent in a new waiver and documents to the OHA for approval. He also discussed room 215 and the plans to use it for pulmonary testing. The next CMS item he discussed has been a recurring issue since 2016, involving the glass doors in the south end of the hospital being considered as an exit. He stated the waiver granted from 2016-2023 has been resubmitted, if it is not accepted the doors will need to be replaced at the cost of an unbudgeted \$18,000.</p> <p>Houser shared that Representative Bentz will be touring PMH and PMC on 8/27. He also said that Natalia Wight, Community Relations & Communications Director, is working on the Districts listing in a Morrow County Guide for Senior Services.</p> <p>Nichols asked Houser to provide an update on Admin Severance Packages. Houser stated both severance packages (for Nicole Mahoney and Emily Roberts) had been paid in full with the accelerated payment option in the prior budget year, prior to June 30. He added this accelerated payment cut off six months of payment on one of the package agreements. Houser shared that these expenses are considered a legitimate cost of doing business and will be included on the Medicare Cost Report, under Admin wages and benefits. He said this means that approximately 35-40% of the amount paid out, will come back under cost-based reimbursement. He said that to pursue getting the money back from the payouts, would take away from the amount being reimbursed. Annetta questioned if he had discussed this with an attorney. Houser stated he had discussed with District’s attorney, Spicer said the District needs another independent attorney. Houser stated he has also discussed this with Special Districts of Oregon. Jason Hanna asked what the numbers of the payouts was, Houser shared he was not sure if that was public information. Hanna added the attorney</p>
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fees to further pursue this could cost more than the payback (from Medicare). Janet Greenup said she thinks the payout was wrong and should not have happened. Discussion continued around contracts and severance packages. Houser clarified that the District's attorney, Troy Bundy, didn't negotiate the contract, did not recommend figures and that he had recommended the same length in months on both packages. He had also used a District form to put together the agreements. Houser added that there is an ORS regarding not including all of your discussion from Executive Session in voting in Open Session if the information voted on could be harmful to those it affects. Discussion held surrounding the vote for severance agreements and if it was held in open session. Houser agreed he was able to look into an attorney and the cost of evaluation.

B.1 Jodi Ferguson presented financials (see packet), including an update on year end and close out.

B.2 Ferguson asked the Board if they were getting all of the information they had requested at prior meetings. Greenup requested check registers back to January or March of this calendar year. Ferguson will work on pulling that data.

6. No Medical Staff Report

7. Old Business

A. Houser presented qualifications for CEO and CFO positions (see packet), and asked the Board to advise on when advertising for each position should begin. Nichols recommended starting with the CFO position first, other members agreed. Greenup questioned if the CFO should be a CPA, discussion held around qualifications for the position. Discussion held on if living in Morrow County should be a requirement of the position.

B. Houser stated an appraiser had been secured to look at the Nazarene Church building owned by the District, the quote came in at \$4,500 and would be completed by December.

C. Houser gave an update on the District record destruction project. Compliance Julie Baker has been designating and recording records to shred, projected to shred around 200 boxes of records that have surpassed their retention period. This will take place September 5th.

8. New Business

A. Jamie Houck, Inpatient Services Director, presented on a requested position for a Care Coordinator for the Swing Bed Program at PMH (see packet). Houck stated she felt this position would be critical to strengthen care transitions and coordination. Nichols is in support of this position. Discussion held about duties of the position and cost. Houser and Houck discussed their meeting with WIPFLI where they discussed financials and how the District could pay for the position and bring in a profit by increasing

	<p>patients from 1.6 (current) to 2 (break even/slight gain on profit) and 4 (profit), stating their goal is to average 4 patients. Ferguson added this would be functional with current staffing rates of nursing, with the addition of the Care Coordinator. Discussion continued regarding the position and logistics of the position and program.</p> <p>MOTION: Russ Nichols moved to accept the position of a Care Coordinator for the Swing Bed program. Jason Hanna seconded the motion. The motion passed unanimously by all Board members.</p> <p>9. At 8 pm Greenup called to order Executive Session under:</p> <ul style="list-style-type: none"> A. Discussion of litigation or litigation likely to be filed. To be held under ORS 192.660(22)(h) B. Discussion of preliminary negotiations involving matters of trade or commerce in which the governing body is competing with other governing bodies regarding the matter to be discussed. To be held under ORS 192.660(2)(g) <p>Members of the news media may attend Executive Sessions, with limited exceptions. News media are instructed not to report about what happened in Executive Sessions.</p> <p>10. Open Session called to order at 8:31 pm.</p>
<p>11. Adjourn</p>	<p>With no further business to come before the Board, regular session adjourned at 8:32 pm. Minutes taken and submitted by Julie Baker. Approved September 29, 2025.</p>

Promise of Excellence

Compassion: Being motivated with a desire to assist patients and staff with empathy and kindness and committed to going the extra mile to ensure patients and staff feel comfortable and welcomed.

Respect: Recognizing and valuing the dignity and uniqueness of everyone. Respect creates a work environment based on teamwork, encouragement, trust, concern, honesty, and responsive communication among all employees and our patients.

Integrity: Encompassing honesty and consistently adhering to the principles of professionalism and accountability with our patients, fellow employees, and community partners. Integrity is at the heart of everything we do.

Excellence: Creating standards of performance that surpass ordinary expectations. We want to make this the place where patients want to come, our providers want to practice, and people want to work!