

Palomar Pomerado Health  
**BOARD OF DIRECTORS**  
**REGULAR BOARD MEETING**  
Pomerado Hospital, Meeting Room E  
Monday, July 11, 2005

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<b>CALL TO ORDER</b>	6:30 pm Quorum comprised Directors Bassett, Greer, Kleiter, Larson, Rivera, Krider and Scofield		
<b>OPENING CEREMONY</b>	The Pledge of Allegiance was recited in unison, followed by an inspirational reading ( <i>attached</i> ) by Chaplain Walden.		
<b>MISSION AND VISION STATEMENTS</b>	<p>The PPH mission and vision statements were read by Director Scofield, as follows:</p> <p><i>The mission of Palomar Pomerado Health is to heal, comfort and promote health in the communities we serve.</i></p> <p><i>The vision of PPH is to be the health system of choice for patients, physicians and employees, recognized nationally for the highest quality of clinical care and access to comprehensive services.</i></p>		
<b>NOTICE OF MEETING</b>	Notice of Meeting was mailed consistent with legal requirements		
<b>MOMENT of SILENCE</b>	Chairman Rivera requested a moment of silence and reflection to honor the victims of the London terrorist attacks last week. In addition, he asked that those who were victims of the terrorist attacks in Madrid, New York and Washington, D.C. be remembered as well.		
<b>PUBLIC COMMENTS</b>  Sue Phillips Retention/Work Environment	Sue Phillips, R.N., in the CCU at Palomar Medical Center spoke in regard to employee retention and the work environment. She commented that work needs to be done to retain those nurses that are currently employed at PPH. She also stated that she sees a need to improve the work environment at PPH. One		

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	<p>suggestion was to implement a "lift team" with a salary which would attract people to this position. Equipment, supplies and benefits were also cited as needs of the staff in order to do their jobs well. She encouraged the Board to focus on the needs of the employees.</p>		
<p><b>Pacita Balconi Patient Ratios</b></p>	<p>Pacita Balconi, a seven-year employee of PPH, expressed a concern about how many patients staff must care for. She asked for the Board's assistance in addressing this concern.</p>		
<p><b>Margie Camomile Pension Plan</b></p>	<p>Margie Camomile, R.N. in the OB Department at Pomerado Hospital for 21 years, spoke in regard to concerns about the pension plan at PPH. She asked that more educational opportunities in regard to retirement planning be offered to employees.</p>		
<p><b>Judi Gahagan Retention/Recruitment/Benefits</b></p>	<p>Judi Gahagan, district employee since 1979, spoke about an 8% contribution to retirement accounts that was available to employees in that past and subsequently reduced to 6%. She also spoke about district funds being directed to other programs throughout the health system. She encouraged Board members to come to the units and talk with staff and have impromptu meetings.</p>		
<p><b>Jan France Pension/Retirement</b></p>	<p>Jan France, CCU nurse at Palomar Medical Center, spoke about frustration with the negotiations involving the pension and retirement issue. She encouraged the Board to make an investment in employees who make a contribution and serve the community. She stated that employees will continue with efforts to achieve their goals in regard to a retirement plan.</p>		
<p><b>Summary of Public Comments</b></p>	<p>Chairman Rivera briefly summarized the public comments. There was a focus on lift teams and improving the work environment. Salaries have improved to the point that we can attract good nurses to our organization. There is a need to come up with innovative ways to retain the nursing staff. Turnover rate is very</p>		

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	<p>low. Chairman Rivera pointed out that salaries were mid-point or below the median but have risen dramatically since the arrival of Mr. Covert as CEO. He stated that the comments of employees have been heard and that the Board is responsive. Currently, PPH has a solvent pension with good finances. The employees were thanked for coming to the Board meeting.</p>		
<p><b>APPROVAL OF MINUTES</b></p> <ul style="list-style-type: none"> <li>• June 13, 2005 – Regular Board Meeting</li> <li>• June 28, 2005 – Joint Board Finance Committee Meeting</li> </ul>		<p><b>MOTION:</b> by Scofield, 2<sup>nd</sup> by Kleiter to approve the June 13, 2005 minutes as submitted.</p> <p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Larson to approve the June 28, 2005 minutes as submitted.</p>	
<p><b>CONSENT ITEMS</b></p>		<p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Krider to approve Consent Items A. through D. as submitted.</p>	
<p><b>PRESENTATIONS</b></p>			
<ul style="list-style-type: none"> <li>▪ <b>New PPH Radio Commercials Featuring National Spelling Bee Champion</b></li> </ul>	<p>Two new sixty-second radio spots featuring Anurag Kashyap, 2005 National Spelling Bee Champion, were presented to the Board of Directors. Chairman Rivera and Michael Covert presented Anurag with a \$1000 U.S. Savings Bond. Dr. Robert Stein and Kay Kimball, R.N. presented Anurag with an honorary lab coat. Chairman Rivera commended Anurag for committing himself to excellence at such a young age. Chairman Rivera also recognized Anurag's parents and their role in their son's achievements.</p>		
<ul style="list-style-type: none"> <li>▪ <b>Values in Action</b></li> </ul>	<p>Michael Covert reported that the Values in Action recipient for June, 2005 is Mr. Myron "Mirt" Humes of PPH Courier Services. Mirt was noted as being "very compassionate" and a "great asset to our PPH family". He was commended by his co-workers as someone "who takes on any challenge and makes it work for everyone involved. He always has a</p>		

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	smile on his face and in his voice."		
<b>REPORTS</b>			
<b>Palomar Medical Center</b>			
<ul style="list-style-type: none"> <li>▪ <b>Credentialing</b></li> </ul>	James S. Otoshi, MD., Chief of PMC Medical Staff, presented PMC's requests for approval of June, 2005 Credentialing Recommendations.	<p><b>MOTION:</b> by Scofield, 2nd by Rivera and carried to approve the June, 2005 PMC Medical Staff Executive Committee credentialing recommendations for the PMC Medical Staff as presented. All in favor. None Opposed.</p> <p>Director Greer declined. Director Larson abstained to avoid potential conflict of interest.</p>	
<b>Escondido Surgery Center</b>			
<ul style="list-style-type: none"> <li>▪ <b>Credentialing</b></li> </ul>	Marvin Levenson, M.D., presented requests for approval of June, 2005 Credentialing Recommendations. Dr. Levenson has assumed the responsibilities of Medical Director at the Escondido Surgery Center.	<p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Scofield and carried to approve the June, 2005 PMC Medical Staff Executive Committee credentialing recommendations for the Escondido Surgery Center.</p> <p>Director Greer declined.</p>	
<b>Pomerado Hospital</b>			
<ul style="list-style-type: none"> <li>▪ <b>Credentialing</b></li> </ul>	Paul E. Tornambe, MD., Chief of Pomerado Medical Staff, presented Pomerado Hospital's requests for approval of June, 2005 Credentialing Recommendations.	<p><b>MOTION:</b> by Scofield, 2<sup>nd</sup> by Kleiter and carried to approve the June, 2005 Pomerado Medical Staff Executive Committee credentialing recommendations for the Pomerado Medical Staff.</p> <p>Director Larson abstained to avoid potential conflict of interest. Director Greer declined.</p>	

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<b>Administrative</b>			
<b>Chairperson - Palomar Pomerado Health Foundation</b>	<b>Pauline Getz, Chairman</b>		
	Pauline Getz reported that the Swing Fore Health golf tournament was a great success and will net over \$150,000 for the Cardiac Alert Program. The Annual Meeting and Installation of Officers was held on June 23. New committee appointments have been made to the Foundation committees. Significant progress has been made on the Management Services Agreement. The Foundation is also looking to strengthen and grow the Board this coming year and create a Board of Directors with tremendous skills. Foundation Board members have been invited to attend speaker's training program offered by PPH Marketing Department.		
<b>Chairman of the Board - Palomar Pomerado Health</b>	<b>Marcelo R. Rivera, MD, Chairman</b>		
	Chairman Rivera asked Ted Kleiter for an update on the Ad Hoc Site Subcommittee. The Subcommittee composed of Ted Kleiter, Nancy Bassett, Marcelo Rivera, Marie Waldron, Ed Gallo, PPH and City staff met on July 5. The main topics addressed were a report regarding potential alterations in the PPH plan for the ERTC location. Most of the meeting, however, focused on discussion of the Spruce Street location, which is proposed by the City as an alternate to the ERTC site. There was agreement that City and PPH staff would be directed to work together to address unanswered questions regarding the Spruce Street site and report back to the subcommittee. Some of the questions involve acquisition of property, costs of property, ability to build on the site, and environmental issues. Another meeting is scheduled for July 26. PPH hopes to give the City an answer as to whether the site will meet PPH		

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	<p>requirements.</p> <p>Chairman Rivera read a memo from Dr. James Otoshi dated July 6, 2005, which stated that the PMC Medical Executive Committee will review Dr. Neff's report regarding Patrick O'Meara, M.D. at its meeting on July 25, 2005. A recommended action, if any, that should be taken in response to the report will be made at that time. On that basis, Chairman Rivera requested that the Board grant reappointment privileges to Dr. O'Meara through the end of August, 2005.</p> <p>Chairman Rivera expressed appreciation to Dr. Richard Greenstein for his hard work as Medical Director of the Escondido Surgery Center. Pauline Getz was thanked for setting the tone for the Foundation for the coming year.</p> <p>Chairman Rivera reported that he recently had the opportunity to address the San Marcos Rotary. San Marcos Rotary recently donated \$2500 to the GOMED Program. They have also donated funds to the Palomar College Nursing Program.</p>	<p><b>MOTION:</b> by Scofield and 2nd by Kleiter to grant reappointment privileges to Dr. Patrick O'Meara through the end of August, 2005. All in favor. None opposed. Motion passed.</p>	
<p><b>President and CEO</b></p>	<p><b>Michael H. Covert, CEO</b></p>		
	<p>The search has been finalized for a Chief Human Resources Officer. An announcement will be made shortly. The candidate who has been selected will be a strong advocate for the staff.</p> <p>Gustavo Friederichsen, Marcia Jackson and their respective staffs were recognized for their efforts in making the Hospital of the Future conference a great success.</p> <p>Michael continues his visits with the 40+ Directors around the district, getting their</p>		

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	<p>impressions about how things have gone over the last year regarding goals, balanced scorecards, finances, etc.</p> <p>A public workshop will be held at PMC the end of July on the potential development of the current PMC campus. A vision for the future will be shared in depth.</p>		
<b>INFORMATION ITEMS</b>	<i>Discussion by exception only</i>		
<ul style="list-style-type: none"> <li>▪ <b>Facilities and Grounds</b></li> </ul>			
<ul style="list-style-type: none"> <li>▪ <b>Strategic Planning</b></li> </ul>			
<b>COMMITTEE REPORTS</b>			
<b>Finance</b>	<b>Ted Kleiter, Chairperson</b>		
<ul style="list-style-type: none"> <li>▪ <b>Series 2005A Issues of General Obligation Bonds and Resolution to Levy and Collect Taxes</b></li> </ul>	Approval of Resolution 07.11.05 (01) – 11 was requested by Ted Kleiter. It is the resolution of the PPH Board of Directors concerning the levy and collection of taxes by the Board of Supervisors of the County of San Diego for FY05/06 to pay principal and interest on general obligation bonds and authorizing the taking of all actions necessary in connection therewith.	<b>MOTION:</b> by Kleiter, 2nd by Krider to approve Resolution 07.11.05 (01) – 11. All in favor. None opposed. Motion passed.	
<ul style="list-style-type: none"> <li>▪ <b>Independence Citizens' Oversight Committee</b></li> </ul>	Ted Kleiter reported that the Citizens' Oversight Committee has been appointed. The PPH Board is required by the policy and procedure guidelines to appoint the officers. Bob Hemker recommended that the responsibility of appointing officers be delegated to Ted Kleiter and Dr. Rivera, which will be based on the interest of the members of the committee.	<b>MOTION:</b> by Scofield, 2nd by Bassett and carried. All in favor. None opposed. Motion passed.	
<ul style="list-style-type: none"> <li>▪ <b>FY06-08 Goals Strategic Planning</b></li> </ul>	Dr. Larson requested that discussion of this item be postponed until all Board members have had the opportunity to review the goals spreadsheet.	<b>MOTION:</b> by Larson, 2nd by Scofield to postpone approval of FY06-08 goals until the next Board meeting. All in favor. None opposed. Motion passed.	
<b>BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MONTH</b>	Ted Kleiter commented that a few of the Board members were unable to attend the meeting recently held to approve the operational and capital budgets. He suggested that those who		

