

PALOMAR
POMERADO
HEALTH
SPECIALIZING IN YOU

**BOARD OF DIRECTORS
AGENDA PACKET**

January 14, 2008

*The mission of Palomar Pomerado Health
is to heal, comfort and promote health
in the communities we serve.*

A California Health Care District (Public Entity)

PALOMAR POMERADO HEALTH BOARD OF DIRECTORS

Bruce G. Krider, MA, Chairman
Marcelo R. Rivera, MD, Vice Chairman
Linda Bailey, Secretary
T. E. Kleiter, Treasurer
Nancy L. Bassett, RN, MBA
Linda C. Greer, RN
Alan W. Larson, MD

Michael H. Covert, President and CEO

*Regular meetings of the Board of Directors are usually held on the second Monday
of each month at 6:30 p.m., unless indicated otherwise
For an agenda, locations or further information
call (858) 675-5106, or visit our website at www.pph.org*

MISSION STATEMENT

***The Mission of Palomar Pomerado Health is to:
Heal, Comfort, Promote Health in the Communities we Serve***

VISION STATEMENT

***Palomar Pomerado Health will 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***

CORE VALUES

Integrity

To be honest and ethical in all we do, regardless of consequences

Innovation and Creativity

To courageously seek and accept new challenges, take risks, and envision new and endless possibilities

Teamwork

To work together toward a common goal, while valuing our difference

Excellence

To continuously strive to meet the highest standards and to surpass all customer expectations

Compassion

*To treat our patients and their families with dignity, respect and empathy at all times and
to be considerate and respectful to colleagues*

Stewardship

To inspire commitment, accountability and a sense of common ownership by all individuals

Affiliated Entities

Escondido Surgery Center * Palomar Medical Center * Palomar Medical Auxiliary & Gift Shop * Palomar Continuing Care Center *
Palomar Pomerado Health Foundation * Palomar Pomerado Home Care * Pomerado Hospital * Pomerado Hospital Auxiliary & Gift Shop *
San Marcos Ambulatory Care Center * Ramona Radiology Center * VRC Gateway & Parkway Radiology Center * Villa Pomerado
• Palomar Pomerado Health Concern* Palomar Pomerado Health Source*Palomar Pomerado North County Health Development, Inc.*
• North San Diego County Health Facilities Financing Authority*

**PALOMAR POMERADO HEALTH
BOARD OF DIRECTORS
REGULAR MEETING AGENDA**

Monday, January 14, 2008

Commences 6:30 p.m.

**Pomerado Hospital
Meeting Room E
15615 Pomerado Road
Poway, California**

Mission and Vision

"The mission of Palomar Pomerado Health is to heal, comfort and promote health in the communities we serve."

"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."

	<u>Time</u>	<u>Page</u>
I. CALL TO ORDER		
II. OPENING CEREMONY	2 min	
A. Pledge of Allegiance		
III. PUBLIC COMMENTS	5	
<i>(5 mins allowed per speaker with cumulative total of 15 min per group – for further details & policy see Request for Public Comment notices available in meeting room).</i>		
IV. * MINUTES	2	1-29
Regular Board Meeting – December 17, 2007		
Regular Board Meeting – November 12, 2007		
V. * APPROVAL OF AGENDA to accept the Consent Items as listed	5	30
A. Consolidated Financial Statements		
B. Revolving Fund Transfers/Disbursements – November, 2007		
1. Accounts Payable Invoices	\$43,116,330.00	
2. Net Payroll	<u>14,558,593.00</u>	
Total	<u>\$57,674,923.00</u>	
C. Ratification of Paid Bills		

"In observance of the ADA (Americans with Disabilities Act), please notify us at 858-675-5106, 48 hours prior to the meeting so that we may provide reasonable accommodations"

***Asterisks indicate anticipated action;
Action is not limited to those designated items.***

VI. PRESENTATIONS (None)

VII. REPORTS

- A. **Medical Staffs** 15
 - * 1. Palomar Medical Center – *John J. Lilley, M.D., Chief of Staff.*
 - a. Credentialing/Reappointments 31-41
 - b. Department of Medicine Rules and Regulations 42-43
 - * 2. Pomerado Hospital – *Benjamin Kanter, M.D., Chief of Staff.* 44
 - a. Credentialing/Reappointments

- B. **Administrative**
 - 1. **Chairman of Palomar Pomerado Health Foundation** – *Al Stehly*
 - a. Update on PPHF Activities 5 Verbal Report
 - 2. **Chairman of the Board** – *Bruce G. Krider, M.A.* 10 Verbal Report
 - a. 2008 overview
 - 3. **President and CEO** – *Michael H. Covert, FACHE* 10 Verbal Report
 - a. Legal Services RFP Update
 - b. CAO Pomerado Update
 - c. Board Educational Meeting held January 10
 - d. Upcoming Baldrige Integration Retreat January 18
 - e. 5th Annual Leadership Awards Banquet April 11

VIII. INFORMATION ITEMS (Discussion by exception only) 45-69

- A. Education Session Facilities and Grounds
- B. Project Updates Facilities and Grounds
- C. ERTC Site PMC West Rock Crushing Operations Facilities and Grounds
- D. Date/Time/Location of Next Meeting Facilities and Grounds
- E. Recruitment Human Resources
- F. Tuition/Scholarships Relationship to Retention Human Resources
- G. Nursing Students/Palomar College Human Resources
- H. Behavioral Based Testing Human Resources
- I. Hiring of Military Corpsmen Human Resources
- J. Smoke Free Environment Human Resources
- K. Campus Marketing Update Community Relations
- L. Media Relations Update Community Relations

*Asterisks indicate anticipated action;
Action is not limited to those designated items.*

Regular Board Meeting Agenda, January 14, 2008

- | | |
|--|---------------------|
| M. Partnership with LT | Community Relations |
| N. 2008 Community Relations Schedule | Community Relations |
| O. Monthly Reports incl Oct and Nov 2007 for
Marketing/Public Relations; HealthSource;
Community Outreach; Media Relations | Community Relations |
| P. DiabetesHealth Update | Strategic Planning |
| Q. Primary Care Initiative | Strategic Planning |

IX. COMMITTEE REPORTS - *None*

**X. BOARD MEMBER COMMENTS/AGENDA ITEMS
FOR NEXT MONTH**

XI. ADJOURNMENT

*Asterisks indicate anticipated action;
Action is not limited to those designated items.*

Palomar Pomerado Health
BOARD OF DIRECTORS
REGULAR BOARD MEETING
 Palomar Medical Center, Graybill Auditorium, Escondido
 Monday, December 17, 2007

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
CALL TO ORDER	6:30 pm Quorum comprised Directors Bailey, Bassett, Greer, Kleiter, Krider, Larson, Rivera.		
OPENING CEREMONY	The Pledge of Allegiance was recited in unison.		
MISSION AND VISION STATEMENTS	The PPH mission and vision statements are as follows: <i>The mission of Palomar Pomerado Health is to heal, comfort and promote health in the communities we serve.</i> <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>		
NOTICE OF MEETING	Notice of Meeting was mailed consistent with legal requirements		
PUBLIC COMMENTS	<ul style="list-style-type: none"> • Robroy Fawcett 	Chairman Rivera thanked Mr. Fawcett for his comments.	
APPROVAL OF MINUTES	<ul style="list-style-type: none"> • November 12, 2007 Regular Board Meeting. 	Deferred	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>APPROVAL OF AGENDA to accept the <i>Consent Items as listed.</i></p> <p>A. Consolidated Financial Statements B. Revolving Fund Transfers/Disbursements – October, 2007 C. Ratification of Paid Bills</p> <p>D. October 2007 & YTD FY2008 Financial Report Retail Health Clinics Professional Services & Medical Director Agreement – PIMG Inc., dba Centre for Healthcare Medical Associates – PPH expresscare-Penasquitos F. Independent Contractor Agreement – California Emergency Physicians (CEP) – PMC & Pomerado Wound Care/HBOT</p> <p>G. Professional Services Agreement – California Emergency Physicians (CEP) – PMC & Pomerado Emergency Services H. Adult Medicine & Skilled Nursing Facility Hospitalist Service Agreement – Neighborhood Health Care</p> <p>I. Purchase of a Share of VHA Stock by Palomar Pomerado Health Foundation</p> <p>J. FY 2007 Incentive Compensation Outcome</p> <p>K. PPH Board Policies Review/Approval per Governance Committee December 7, 2007 incl FIN-13; FIN-10; OLT-16 (these continue being updated & reviewed); FIN -12 Expenditure & Requisition Approval Authority Policy (referred to Finance Committee for review/input) Board approval requested for: GOV-01; 04; 06; 10; 15; 30; HR-04; 05; QLT-07 EMTALA; 23; 27; 32; and new Policy GOV-23 Naming Policy</p>		<p>MOTION: by Bailey 2nd by Kleiter and carried to approve the Consent Agenda with K. PPH Board Policies Review/Approval per Governance Committee, December 7, 2007 Gov – 01; and J. FY 2007 Incentive Compensation set apart for further discussion under IX. Committee Reports.</p> <p>All in favor. None opposed.</p>	

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AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>PRESENTATION</p> <ul style="list-style-type: none"> ▪ "Hear for the Holidays" Program: Announcement and Presentation to Winner for 2007 by David Illich, AuD., FAAA, Chief Audiologist for PPH 	<p>Andy Hoang explained "Hear for the Holidays", reporting that this was the third year of these awards. Submissions were received by those who have serious hearing problems. David Illich, AuD., FAAA, Chief Audiologist for PPH sponsors this award.</p>	<p>Devra Willett is the recipient of this year's award. Toni Kraft, owner of Café Merlot, was present to speak to on Ms. Willett's behalf. An essay was written by the staff of Café Merlot, where Ms. Willett is employed, in order to nominate her for this award. Ms. Willett was present to thank those who had a part in helping her become this year's recipient.</p>	
<ul style="list-style-type: none"> ▪ Media Update by Gustavo Friederichsen, Chief Marketing and Communication Officer and Andy Hoang, Manager, Media Relations 	<p>Gustavo Friederichsen, Chief Marketing and Communication Officer and Andy Hoang provided a media update of what has been accomplished in the Marketing and Communication Department including, TV, radio, PPH website, print media as well as the coverage during the recent wildfires. Some of the top stories in 2007 were Dial Don't Drive, Partnership with LaDainian Tomlinson, Hyperbaric and Wound Care Center in San Marcos, Cherokee Nursing Award, Retail Clinic, DaVinci robot, Pomerado Hospital Expansion, editorial regarding the positive economic impact of our expansion in Escondido.</p>	<p>A DVD detailing these accomplishments will be distributed to the Board members.</p> <p>Dr. Rivera thanked Gustavo and Andy for the outstanding job being done by the Marketing and Communications Department and the positive image of PPH that is being put forward in the community.</p>	
<p>REPORTS</p>			
<p>Medical Staff</p>			
<p>Palomar Medical Center</p>			
<ul style="list-style-type: none"> • Escondido Surgery Center 	<p>Dr. Levenson reported on the transition timeline for the Escondido Surgery Center. Thanks to Bob Hemker and Steve Tanaka for their efforts during this time. DHS has approved Escondido Surgery Center to operate under the PMC license.</p>		
<ul style="list-style-type: none"> ▪ Credentialing 	<p>John J. Lilley, MD., Chief of PMC Medical Staff, presented PMC's requests for approval of Credentialing/Reappointment</p>	<p>MOTION: by Kleiter, 2nd by Bassett and carried to approve the PMC Medical Staff Executive Committee</p>	

W

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
Pomerado Hospital <ul style="list-style-type: none"> ▪ Credentialing 	<p>Recommendations, including Escondido Surgery Center.</p> <p>Benjamin Kanter, MD., Chief of Pomerado Medical Staff, presented Pomerado Hospital's requests for approval of Credentialing/Reappointment Recommendations.</p>	<p>credentialing recommendations for the PMC Medical Staff and Escondido Surgery Center, as presented. All in favor. None opposed.</p> <p>Directors Greer and Larson abstained to avoid potential conflict of interest.</p> <p>MOTION: by Bassett, 2nd by Kleiter and carried to approve the Pomerado Hospital Medical Staff Executive Committee credentialing recommendations for the Pomerado Medical Staff, as presented. All in favor. None opposed.</p> <p>Directors Greer and Larson abstained to avoid potential conflict of interest.</p> <p>MOTION: by Rivera, 2nd by Kleiter to grant Dr. Kevin Yoo a reappointment to Pomerado Medical Staff until February 29. Director Greer opposed. Directors Bailey, Bassett, Kleiter, Krider, Rivera approved. Director Larson abstained. Motion passed.</p>	
Administrative Chairman - Palomar Pomerado Health Foundation	<p>Mr. Al Stehly provided a verbal report to the Board, noting that the capital campaign is building momentum. The employee and physician campaigns will roll out in the new year. \$400,000 in verbal pledges have already been received. A major fundraising event is being planned for June 7, 2008. The theme will be "Night of Nights". Christmas trees are on view at Palomar and Pomerado to display ornaments from donors and friends of the</p>	<p>Mr. Stehly was thanked for his update to the Board.</p>	

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<p>Chairman of the Board - Palomar Pomerado Health</p> <ul style="list-style-type: none"> • Press Ganey Award to PPH 	<p>Foundation. The Foundation Board has been busy calling donors to thank them for their donations to the Foundation.</p> <p>Marcelo R. Rivera, MD</p> <p>Nancy Bassett, R.N. presented the Press Ganey 2007 Compass Award to Chairman Rivera on behalf of the Home Health team. PPH was named as an award winner recently. The award is given in recognition of facilities and departments which show an overall improvement in patient satisfaction. PPH was one of 34 award winners this year. Home Health/Outreach has improved their scores for two years in a row.</p> <p>Director Bassett spoke about the recent Press Ganey conference in Florida noting that the speaker was excellent and that there were many good patient satisfaction ideas presented.</p> <p>Sheila Brown was present to distribute special pins of recognition to each Board member. Pins will also be presented to staff members in January. Michael Covert stated that tremendous work has been done on part of Home Health to receive this award and their efforts are validated by the recognition from Press Ganey.</p> <p>Elissa Hamilton, Director of Home Health, reported on the activities of Home Health staff during the recent fires. Many staff members went above the call of duty and provided a place for patients to stay when their own homes were threatened by the fires. Linda Greer thanked Home Health for the vital service they provide to the community.</p> <p>Dr. Rivera related an additional account of a Home Health aide who assisted an elderly gentleman in evacuating from his home ahead</p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	of the fires.		
<ul style="list-style-type: none"> • Service Award Pin 	<p>Dr. Rivera awarded a PPH service award pin to Board member, Bruce Krider in recognition of his four years of service to PPH.</p>	<p>Congratulations were offered to Director Krider for his service. Dr. Rivera noted Director Krider's expertise in the healthcare field and his many contributions as a PPH Board member.</p>	
<ul style="list-style-type: none"> • Groundbreaking 	<p>Dr. Rivera reported that the groundbreaking for PMC West took place on December 14. PPH is on schedule and moving ahead, setting the tone for the future of the community. Congratulations were offered to the community, Michael Covert, physicians, and staff for their generosity and realizing the importance of healthcare of the future.</p>		
<ul style="list-style-type: none"> • Election of Officers 	<p>Office of Board Chair</p>	<p>MOTION: by Greer, 2nd by Larson and carried, there being no other nominations nor discussion, all in favor of Director Krider being voted Chairman for calendar year 2008.</p> <p>None opposed.</p> <p>Congratulations were extended by all. Director Greer offered her thanks to Dr. Rivera for his service as Chair over the past three years.</p>	
	<p>Office of Vice Chair</p>	<p>MOTION: by Bassett, 2nd by Krider and carried, there being no other nominations nor discussion, all in favor of Director Rivera being voted Vice Chairman for calendar year 2008.</p> <p>None opposed.</p> <p>Congratulations were extended by all.</p>	
	<p>Office of Secretary</p>	<p>Congratulations were extended by all.</p> <p>MOTION: by Larson, 2nd by Kleiter and carried, there being no</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
		<p>other nominations nor discussion, all in favor of Director Bailey being voted Secretary for calendar year 2008.</p> <p>None opposed.</p> <p>Congratulations were extended by all.</p> <p>MOTION: by Krider, 2nd by Bailey and carried, there being no other nominations nor discussion, all in favor of Director Kleiter being voted Treasurer for calendar year 2008.</p> <p>None opposed.</p> <p>Congratulations were extended by all. Dr. Rivera offered his thanks to Director Kleiter for his outstanding service as Chair of the Board Finance Committee.</p>	
<ul style="list-style-type: none"> Resolution No. 12.17.07 (01) – 19 Establishing Board Meetings for Calendar year 2008 	<p>Office of Treasurer</p> <p>After discussion the following motion was made generally based upon the 2nd Monday of the month beginning at 6:30 p.m. Open Session, with alternating monthly locations as indicated in the submitted Resolution.</p>	<p>MOTION: by Bailey 2nd by Krider and carried to adopt the dates of Regular Board Meetings for calendar year 2008 proposed in the Resolution, with the following amended dates: October 13 will change to October 20. Locations and times to remain as per the Resolution.</p>	
<p>President and CEO</p> <ul style="list-style-type: none"> Acknowledgement of New Board Officers for 2008 National University Peak Performance Award Finalist - PPH 	<p>Michael H. Covert</p> <p>Michael Covert congratulated the newly elected officers. In discussion with the new Chair, Bruce Krider, notices relative to committee assignments for 2008 will be sent to Board members for their consideration.</p> <p>Palomar Pomarado Health had been designated as a finalist for the National University Peak Performance Award and won the award along</p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<ul style="list-style-type: none"> Resolution No. 12.17.07 (02) – 20 for Designation of Applicant's Agent from the State of California Office of Emergency Services so as to continue with the FEMA reimbursement process by obtaining appropriate signatures for PPH Board Member(s), CEO and CFO 	<p>with four other organizations. Michael Covert presented the award to Dr. Rivera. Dr. Rivera offered congratulations to staff which made the award possible.</p> <p>Michael Covert requested approval of Resolution No. 12.17.07 (02) – 20 for Designation of Applicant's Agent resolution from the State of California Office of Emergency Services so as to continue with the FEMA reimbursement process by obtaining appropriate signatures for PPH Board Member(s), CEO and CFO.</p>	<p>MOTION: by Bailey, 2nd by Bassett and carried to approve Resolution No. 12.17.07 (02) – 20. All in favor. None opposed.</p>	
<ul style="list-style-type: none"> Quarterly Reports from Executive Staff Lorie Shoemaker, Chief Nurse Executive 	<p>In Lorie's absence due to illness, Sheila Brown, Chief Clinical Outreach Officer, provided an update of Nursing activities.</p> <p>Nursing will be rolling out a new job category in January incorporating medical interpreting services with the role of the CNA or NUS. Every department will post and hire enough staff into these positions to ensure Spanish interpreting services are available 7/24.</p> <p>Also coming in January are the Cyracom phones that will be available on every unit to allow for two-way communication for languages other than Spanish.</p> <p>The Magnet journey continues with the bulk of writing taking place over the next 2 months. Documentation must be submitted to the Magnet office by April 1. All documents will be shared with the Board once they are completed.</p> <p>The first PPH Nursing Annual Report will be</p>	<p>Michael Covert commented that Lorie had been in discussion with local DHS officials regarding the experimentation with acuity adaptable rooms and that he and Lorie will now discuss at the State level. The local DHS representatives did not believe they had the authority to make a decision in this regard.</p>	

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<ul style="list-style-type: none"> Sheila Brown, Chief Clinical Outreach Officer 	<p>distributed in early February.</p> <p>PPH was selected to participate in a RWJ/AONE grant entitled Transforming Care at the Bedside or TCAB. Four initiatives to improve care on the 5th floor at PMC have been implemented. There have been impressive results in a short period of time.</p> <p>Productivity year-to-date for Clinical Outreach Services is at 102% with a \$500,000 positive variance.</p> <p>Russell Riehl has been appointed as the Director of Employee/Corporate Health. Russell has served as the Interim Director for the past year.</p> <p>Employee Health has launched a new educational multi-media presentation which encourages healthcare workers to get flu shots. The video has been requested by the San Diego Public Health Department and the Center for Disease Control as an example of alternative ways to increase education and vaccination rates.</p> <p>Welcome Home Baby will receive a grant award in the amount of \$30,000 from First Five San Diego. These funds will be specifically used for capital expenses to be incurred for the Welcome Home Baby IS upgrade.</p> <p>The Integrative Medicine Task Force has met twice in October and November. Two more meetings are planned for January to finalize recommendations. Final recommendations will be presented to the Board Strategic Planning Committee on February 19, 2008.</p> <p>Holiday meals were served to over 1,200 employees in the north zone including Palomar Medical Center, PCCC, Home Health,</p>		
<ul style="list-style-type: none"> Gerald Bracht, CAO, Palomar Medical Center 			

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>Escondido Surgery Center, Wound Care Center and Out Patient Psychiatric Services. Thank you to Bruce Krider for taking part in the meal service.</p> <p>The Palomar Medical Center Auxiliary conducted its last official quarterly general meeting as an independent auxiliary on December 4th. Beginning the first of the year the auxiliaries are being merged into a new PPH Volunteer Services Organization. The auxiliary provided a check in the amount of \$126,000 to the PPH Foundation to close their books. Ted Kleiter, Michael Covert, Gerald Bracht, Dana Dawson and Wally George attended the meeting to recognize the considerable service and support of the auxiliary over the years.</p> <p>PPH will be trialing a new valet service beginning January 7th. The service is limited to out patients who enter the hospital at the south entrance off Grand Avenue coming to the hospital for rehabilitation, laboratory, radiation therapy, or radiology services. Virginia Barragan has been instrumental in bringing the service to the campus. An expanded service at the main entrance is being investigated.</p> <p>The robotic surgical program is underway at Palomar Medical Center utilizing the DaVinci surgical system. Several cases have been completed and the block time is fully booked for the remainder of the year. Interviews are scheduled this week to select a medical director for the service.</p> <p>Customer service scores measured by the Press Ganey organization are rising at PMC. All areas, including inpatient, outpatient and emergency services have implemented focused</p>	<p>Director Kleiter attended the last official quarterly general meeting of the Auxiliary and commented on the camaraderie of those attending. In particular, he thanked Michael Covert for his comments at the meeting setting the tone for this transition as the beginning of a new direction for the health system.</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>plans to improve the patient's experience and appear to meeting with success. He will look forward to reporting a positive second quarter when the final results are published in January.</p> <p>Installation of the new Trilogy stereotactic radio-surgery system is nearing completion. This new technology will allow patients with brain tumors to be treated at PMC where they previously had to travel downtown.</p> <p>Neurosurgeons will work collaboratively with our Radiation Oncologists in the treatment of patients. The service is expected to be operational by the end of January.</p> <p>The VHA West Coast Fall Summit and Member Spotlight Awards was held on November 14 – 15 in Berkeley, C.A. PPH was represented in attendance by members of the Quality staff, four physicians including Dr. Roger J. Acheate, Dr. Bing Pao, Dr. Robert Stein and Dr. Duane Buringrud, along with Opal Reinbold and Michael Covert.</p> <p>The summit included a day and half of excellent educational presentations by a number of national speakers and an awards ceremony attended by 30 hospitals from across the western United States. PPH was honored at the awards ceremony for the following:</p> <p>Kate Stacy – 2007 Team Leader Award for the Pneumonia Best Practice Team; Robert Stein, MD, 2007 Physician Champion Award for Cardiac Care; the PPH Best Practice Steering Committee for the 2007 Team Champion Collaboration Award, PMC for the 2007 Clinical Performance Excellence in Heart Failure Care, 2007 High Reliability in AMC Care Award, 2007 High Reliability in Pneumonia Care, Barbara Buesch, 2007 Passion Award; POM for the 2007 Clinical Performance Improvement in Heart Failure Care, AMI Care and Pneumonia Care.</p>		

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	<p>Congratulations to all!</p>		
<ul style="list-style-type: none"> Steve Gold, Interim CAO, Pomerado Hospital 	<p>Steve Gold extended his thanks to everyone who has supported him in his role as interim CAO of Pomerado Hospital.</p> <p>A countywide debriefing was held with all hospitals, nursing facilities and EMS representatives in regard to the 2007 Firestorm. The County Fire Department Chiefs and The City of Poway have also been debriefed. A celebration for all first responders was held last week at Kit Carson Park in Escondido. Many PPH staff were introduced to the community. Several invitations to speak and share information in regard to our evacuation and repatriation process have been received from across the country.</p> <p>Financially, October was an aberration due to the Firestorm with close to a 13% negative variance in patient days. November volume should assist with addressing some of the setbacks in census during the hospital's closure in October.</p> <p>Comments regarding customer service from patients and families continue to be reviewed with staff as well as ways to enhance responsiveness to patients.</p> <p>The Annual Medical Staff meeting was held last week with over 100 in attendance.</p> <p>VHA West Coast Fall Summit and Member Spotlight Awards were held on November 14-15 in Berkeley. Pomerado Hospital was recognized for the 2007 Clinical Performance Improvement in Heart Failure Care, AMI Care and Pneumonia Care.</p>	<p>Michael offered his thanks and appreciation to Steve Gold in his interim role.</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>Holiday meals were served to employees during the first week of December. Construction plans for the Pomerado campus are in process of reviewing moves for Pharmacy, Wound Care and Security. The help pad relocation should be complete by March 08.</p>		
<p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> ▪ Governance 	<p><i>Discussion by exception only</i></p> <p>Chairman Rivera requested that item F. Potential Board Meetings – <i>Calling Special Board Meetings</i> be set apart for further discussion. Chairman Rivera requested clarification in regard to this item. Director Greer, Chair of Board Governance Committee, responded that it would establish a sequence of the process and provide an established format for calling special Board meetings. Paul DeMuro, General Counsel, clarified the current law in regard to calling of special Board meetings.</p>	<p>Chairman Rivera requested that the current language in the Board bylaws in regard to special meetings be forwarded to Board members for review. In addition, he requested that this item be brought back to either the next full Board meeting or Governance Committee for further discussion.</p>	
	<p>Chairman Rivera requested that item G. Potential Board Member Job Descriptions for Board Officers be set apart for further discussion. Chairman Rivera requested clarification in regard to this item. Director Greer, Chair of the Board Governance Committee, responded that job descriptions would provide clear descriptions of the responsibilities of the Board officer positions.</p>	<p>Chairman Rivera requested that the CEO draft job descriptions for the Board officer positions and bring back to the Board for their review and further discussion. Current language in the Board bylaws in regard to officers will be distributed to the Board members for review.</p>	
	<p>Item H. Review of the Review of Annual Board Self-Evaluation (“Peer Review”) Survey Instrument was brought forward for discussion.</p>	<p>The CEO will look at a different format for the Board’s consideration.</p>	
<p>COMMITTEE REPORTS</p>			
<p>A. <i>Ad hoc</i> CEO Evaluation (format) Committee</p>	<p><i>Director Bruce Krider, MA, Chair</i></p> <p>The ad hoc CEO Evaluation Committee has been charged with the responsibility of finding an evaluation tool which is clear, relatively easy to utilize, and lends itself easily to quantitative scoring. After looking at options,</p>	<p>Dr. Larson requested that the current form be forwarded to Board members so that it can be compared with the new format.</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>B. Finance</p> <ul style="list-style-type: none"> Resolution No. 12.17.07 (03) – 21 of the Governing Board of PPH re: Authorized Individuals and Enabling Resolutions for Metropolitan Life Insurance Company Deposit Account with JP Morgan Chase Manhattan Bank 	<p>the CEO evaluation form put forth by the Iowa Hospital Association would appear to meet concerns of Board members. Director Krider anticipates that the Committee will have an update on this process shortly.</p> <p><i>Director T. E. Kleiter</i></p> <p>Director Kleiter requested approval of Resolution No. 12.17.07 (03) – 21 regarding Authorized Individuals and Enabling Resolutions for Metropolitan Life Insurance Company Deposit Account with JP Morgan Chase Manhattan Bank.</p>	<p>Dr. Larson would like to see a re-negotiation of the CEO contract.</p> <p>Director Kleiter suggested that the new form be approved before next steps are considered.</p> <p>MOTION: by Kleiter, 2nd by Bailey and carried to approve Resolution No. 12.17.07 (03) – 21. All in favor. None opposed.</p>	
<p>C. Board Facilities and Grounds</p> <ul style="list-style-type: none"> Resolution No. 12.17.07 (04) – 22 of the Governing Board of PPH re: adopting an addendum to the previously certified final environmental impact report for the Escondido Research and Technology Center (SCH No. 2001121065) and approving rock crushing operation. 	<p><i>Director Bruce Krider, MA, Chair</i></p> <p>Director Krider requested approval of Resolution No. 12.17.07 (04) – 22 regarding adopting an addendum to the previously certified final environmental impact report for the Escondido Research and Technology Center (SCH No. 2001121065) and approving rock crushing operation. Director Krider requested approval of Resolution No. 12.17.07 (04) – 22 regarding adopting an addendum to the previously certified final environmental impact report for the Escondido Research and Technology Center (SCH No. 2001121065) and approving rock crushing operation.</p>	<p>MOTION: by Bailey, 2nd by Krider and carried to approve Resolution No. 12.17.07 (04) – 22. All in favor. None opposed.</p> <p>Counsel, Allen Haynie, and Mike Shanahan, Director of Facilities Planning and Development, were present to request that an additional addendum to Resolution No. 12.17.07 (04) - 22 be considered for approval.</p> <p>The addendum would state in Section 4. B. that "An 18-foot dirt noise attenuation barrier shall be constructed and maintained to the west and south of the rock crushers. A confirmatory noise test shall be done upon the completion of the construction of the 18-foot dirt noise attenuation barrier to confirm city noise standards are achieved."</p>	

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AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
		<p>MOTION: by Bailey, 2nd by Krider and carried to modify Resolution No. 12.17.07 (04) -22 to reflect the requested addendum language.</p> <p>All in favor. None opposed.</p> <p>Chairman Rivera stated that all appropriate studies have been conducted and are within the appropriate limits.</p>	
<p>D. Human Resources</p> <ul style="list-style-type: none"> FY 2007 Incentive Compensation Outcome 	<p>Dr. Larson requested further information in regard to the FY2007 Incentive Compensation Outcome. Bob Hemker was present to summarize the details of the plan which is composed of three components: market, individual performance and organization performance as approved by the Board of Directors. The plan has been reviewed and approved by the Board HR Committee and the Board Finance Committee.</p>	<p>Dr. Larson expressed concern regarding the issuance of awards when financial requirements are not met. In addition, he expressed concern that a precedent could be set by giving an award under such circumstances. He spoke of the establishment of objective goals and expectations which should be met in order for awards to be distributed. At the same time, Dr. Larson did also express his support of the employees and senior management for their outstanding performance during the past year.</p> <p>Director Kleiter spoke of the organizational changes from top to bottom which have occurred over the past several years and the importance of taking those types of things into consideration as approval of awards are considered.</p> <p>Directors Greer and Bassett commented on the importance of recognizing staff, particularly as the organization may enter hard financial times in order to achieve its financial</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>E. Governance Committee</p> <ul style="list-style-type: none"> • GOV – 1 Access by Board to District Records 	<p>Director Greer requested that this policy be returned to Governance Committee for further review because of the concern that the proposed policy language may be restrictive in regard to Board members who want to obtain district records. Further discussion ensued regarding the current avenues available to the Board members to review district records if they desire to do so.</p>	<p>goals in the future.</p> <p>MOTION: by Kleiter, 2nd by Bassett to approve awarding PPH incentive compensation for FY2007. All in favor. None opposed.</p>	
<p>BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MONTH</p>	<p>Director Kleiter attended the ACHD Board meeting last week. He distributed reports to the Board containing current legislative information of interest. The 2008 ACHD Annual Meeting will take place in October in San Diego at the U. S. Grant Hotel.</p> <p>Director Greer wished everyone Happy Holidays.</p> <p>Director Bassett wished all a Merry Christmas.</p> <p>Dr. Larson requested that the new Board Chair consider appointing an ad hoc Committee or ask Governance Committee to review the LTTP for the CEO.</p> <p>Dr. Larson requested that legal counsel or Governance Committee review the Brown Act in regard to agenda items passing from one committee to another.</p> <p>Dr. Larson requested that Governance Committee consider the possibility of limiting all committees to no more than three Board</p>	<p>MOTION: by Bailey, 2nd by Bassett and carried to approve GOV-1 Access by Board to District Records. All in favor. None opposed.</p>	

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AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>members.</p> <p>Dr. Larson commented on the tremendous number of awards received by PPH during the past year. He also commented on the presentation by Michael Covert at the ERTC groundbreaking presenting the vision and goals of PPH.</p> <p>Dr. Larson thanked Dr. Rivera for his exceptional leadership over the past three years and his unique commitment to our organization. He is to be recognized for the outstanding job he has done in all areas.</p> <p>Director Krider commented that he is looking forward to the assistance of Dr. Rivera in the coming year as he assumes the position of Board Chair.</p> <p>Director Bailey wished to thank everyone for the welcome they have given her to PPH. She is very appreciative of the time they have given to help her in the orientation process.</p> <p>Dr. Rivera thanked his fellow Board members for their support and team spirit in working together. He acknowledged Michael Covert for holding the recent groundbreaking ceremonies during his term as Board Chair.</p>		
<p>ADJOURNMENT</p> <p>SIGNATURES</p> <ul style="list-style-type: none"> ▪ Board Secretary ▪ Assistant to the CEO 	<p>9:30 p.m.</p> <p>_____</p> <p>Linda C. Greer, R.N.</p> <p>_____</p> <p>Nancy M. Wood</p>		

Palomar Pomerado Health
BOARD OF DIRECTORS
REGULAR BOARD MEETING
 Pomerado Hospital, Meeting Room E, Poway
 Monday, November 12, 2007

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
CALL TO ORDER	6:35 pm Quorum comprised Directors Bassett, Greer, Kleiter, Krider, Larson, Rivera. (Director Bailey was present and took her seat on the Board following the Oath of Office).		
MISSION AND VISION STATEMENTS	The PPH mission and vision statements are as follows: <i>The mission of Palomar Pomerado Health is to heal, comfort and promote health in the communities we serve.</i> <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>		
NOTICE OF MEETING	Notice of Meeting was mailed consistent with legal requirements		
OATH OF OFFICE	Linda Bailey, appointed November 1, 2007, was sworn in. The Oath of Office was administered to Ms Bailey by Lori Holt Pfeiler, Mayor of Escondido, following which Director Bailey took her seat on the Board to fill the vacancy created by the resignation of former Director Gary Powers.	On behalf of the PPH Board of Directors, Chairman Rivera warmly welcomed Director Bailey to the Board.	
PUBLIC COMMENTS <ul style="list-style-type: none"> • Mr. Robroy Fawcett 	Mr. Fawcett thanked the Board Office for ensuring that Board agendas were available online. He then referred to PPH capital position analysts; financial projections; and ERTC soil remediation.		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<ul style="list-style-type: none"> Ms Jo MacKenzie 	<p>Ms MacKenzie referred to Board agendas being accessible online.</p>	<p>Both were thanked for their public comments.</p>	
<p>APPROVAL OF MINUTES</p> <ul style="list-style-type: none"> October 8, 2007 Regular Board Meeting; Sp Bd Annual PI Meeting August 27, 2007 and Joint BOD/Strategic Planning Committee Meeting of October 16, 2007 	<p>Director Bassett referred to the Joint BOD/Strategic Planning Committee minutes of October 16 concerning returning military medics and the need for fast-tracking them into medical programs. Director Kleiter noted that this will be added to the Strategic Plan next year and that he would take the matter to HR Committee for Workforce Development, in addition to liaising with Lorie Shoemaker, Chief Nurse Executive.</p>	<p>MOTION: by Bassett, 2nd by Kleiter and carried to approve the Regular Board minutes of October 8, 2007; Special Board Annual PI Meeting minutes of August 27, 2007 and Joint BOD/Strategic Planning Committee Meeting minutes of October 16, 2007, as submitted. All in favor. None opposed.</p>	
<p>APPROVAL OF AGENDA to accept the Consent Items as listed per agenda, including:</p> <p>PPH Outpatient Imaging Services (this item deferred to end of meeting);</p> <p>Professional and Medical Director Services Agreements Valley Radiology Consultants Medical Group, Inc. – Services of Scott Olson, MD - Addendum to Add Endovascular Neurointerventional Radiology Services, PMC;</p> <p>X-Ray Medical Group Radiation Oncology, Inc – Radiation Oncology Services – PMC (Nov 1, 2007 – Oct 31, 2010);</p> <p>Children’s Specialists of San Diego, Inc. – Third Amendment for Neonatal Services – PMC and Pomerado Hospital (Nov 1, 2007 – Dec 31, 2010)</p>		<p>MOTION: by Krider, 2nd by Bassett and carried to approve the Consent Items as submitted, with the exception of item “E” PPH Outpatient Imaging Services, withdrawn for later discussion, per Director Larson’s request.</p> <p>All in favor. None opposed.</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>Medical Director Services Agreement X-Ray Medical Group Radiation Oncology, Inc – Services of Lori Coleman, MD – Breast Cancer (Sept 25, 2007 – Sept 24, 2008)</p> <p>Physician Independent Contractor Agreements Aria Anvar, BS, MD, MBA – Information Systems Services (Apr 1, 2007 – Mar 31, 2008); Cerner Physician Advisory Council (CPAC) – Cerner Optimization (May 3, 2007 – May 2, 2008); Marc Gipsman, MD, and Rick Engel, MD – DocuSys (Sept 1, 2007 – Aug 31, 2008)</p> <p>Administrative Services Agreement William S. Samuel, MD – Quality & Clinical Effectiveness Dept & Stroke Unit – PMC (Jun 14, 2007 – Jun 14, 2008, with one-year renewal option)</p> <p>Acceptance of Diversity Commitment Statement (per Aug 21 HR Committee)</p>			
PRESENTATIONS	None		
REPORTS			
Medical Staff			
Palomar Medical Center			
<ul style="list-style-type: none"> ▪ Credentialing 	Jeffrey Rosenberg, MD, on behalf of John J. Lilley, MD, Chief of PMC Medical Staff, and Richard Engel, MD, Chief of Staff elect, presented PMC's requests for approval of Credentialing Recommendations.	MOTION: by Larson, 2 nd by Kleiter and carried to approve the PMC Medical Staff Executive Committee credentialing recommendations for the PMC Medical Staff, as presented. All in favor. None opposed.	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>Escondido Surgery Center</p> <ul style="list-style-type: none"> ▪ Credentialing 	<p>Jeffrey Rosenburg, MD., on behalf of Marvin W. Levenson, MD, Administrator/ Medical Director of the Escondido Surgery Center, presented requests for approval of Credentialing Recommendations.</p>	<p>Directors Greer and Larson abstained to avoid potential conflict of interest.</p>	
<p>Pomerado Hospital</p> <ul style="list-style-type: none"> ▪ Credentialing 	<p>Franklin M. Martin, MD, on behalf of Benjamin Kanter, MD., Chief of Pomerado Medical Staff, presented Pomerado Hospital's requests for approval of Credentialing Recommendations.</p>	<p>MOTION: by Bassett, 2nd by Kleiter, and carried to approve the PMC Medical Staff Executive Committee credentialing recommendations for the Escondido Surgery Center, as presented. All in favor. None opposed.</p> <p>Directors Greer and Larson abstained to avoid potential conflict of interest.</p>	
<ul style="list-style-type: none"> ▪ Acknowledgements and Presentations to Pomerado Hospital Medical Staff – Oct 2007 Firestorms 	<p>Steve Gold, Interim CAO, Pomerado Hospital, cited eighteen physicians for their tremendous efforts during the October firestorms and under eventual evacuation from Pomerado Hospital, honoring each physician by presenting relevant plaques (<i>a list of those physicians honored and notes regarding the firestorms relayed by Mr. Gold, attached to original minutes</i>). Physicians were assisted by Board Members, PMC Staff and exceptional teamwork throughout the organization.</p> <p>A message was also delivered from Benjamin Kanter, MD publicly recognizing members of the Medical Staff regarding the recent firestorms Monday, October 22, 2007 and in</p>	<p>MOTION: by Bailey, 2nd by Kleiter and carried to approve the Pomerado Hospital Medical Staff Executive Committee credentialing recommendations for the Pomerado Medical Staff, as presented. All in favor. None opposed.</p> <p>Directors Greer and Larson abstained to avoid potential conflict of interest.</p>	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>their coming to work, or by showing up, dealing with patients, or helping with the eventual evacuation of Pomerado Hospital and Villa Pomerado. Dr. Gary Gonsalves was particularly recognized for his triaging efforts during this time.</p> <p>Board Chairman Rivera added to these comments, noting that approximately thirteen physicians lost their own homes in the firestorms, many whilst continuing to work at the hospitals.</p> <p>In addition to the physicians, the nurses, the plant maintenance staff, the auxiliaries, the GO-MED teams and administrators as well as many others were all there to help. He noted that Dr. Jaime Rivas, Michael Covert, Bob Hemker and Lorie Shoemaker were everywhere during this time. The media including the San Diego Union, CBS and CNN were all present as this area made headline news around the world due to the devastating fires that occurred. He felt that the Board could not thank everyone in the health system and the community enough for all the efforts made to assist.</p> <p>Chairman Rivera commended Michael Covert, CEO for the efforts and teamwork shown throughout the system at this time, noting that there had been two devastating firestorms in this area within the last four years.</p>		
Administrative	Mr. Al Stehly		
Chairman - Palomar Pomerado Health Foundation	Mr. Stehly welcomed Director Linda Bailey to the PPH Board of Directors.	Mr. Stehly was thanked for his presentation.	
	He looked forward to the capital campaign noting that the Board and Physician Giving is aimed at attracting 100% participation.		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>Employees of the hospital had donated more than \$20,000 to the current Disaster Relief effort which was being distributed appropriately.</p> <p>Mr. Stehly conveyed sincere condolences to Karen Black following the recent loss of her husband in a plane crash.</p> <p>Marcelo R. Rivera, MD</p>		
<p>Chairman of the Board - Palomar Pomerado Health Service Award Pin – <i>Assuming Office – Director Linda Bailey</i></p>	<p>Following congratulations on behalf of the Board of Directors, Chairman Rivera presented Director Linda Bailey with a PPH Service Award Pin upon her assuming office.</p>		
<p>Board Appointment</p>	<p>Chairman Rivera referred to the five citizens who came forward for consideration for Board appointment, noting that four were interviewed personally. All were outstanding applicants, some with healthcare experience and others with strong community ties. It is anticipated that Director Bailey will be contemplating running for the Board in the 2008 elections.</p>		
<p>October 2007 Firestorms</p>	<p>Chairman Rivera relayed information regarding the recent firestorms in the area, noting that many thousands of people were effected, with over half a million being evacuated from this area. He described the high winds and ferocious fires as “Dante’s inferno”. Dana Dawson lost his home. Poway, Rancho Bernardo and Escondido were all badly effected. He could not thank firefighters, police, paramedics, hospital staffs and all other teams and auxiliaries enough during this time. President Bush and Governor Schwarzenegger had also responded immediately by their presence, and with federal aid to our communities.</p> <p>Following extensive clean-up of Pomerado Hospital and Villa Pomerado, both facilities were allowed to re-open and patients safely</p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
Joint Conference Committee	<p>returned. Special thanks were extended to all concerned for the efforts and camaraderie shown.</p> <p>Chairman Rivera provided an update on a JCC meeting held October 15, noting positive discussion and outcome.</p>		
<p>Resolution No. 11.12.07 (01) – 13 Amending Established Dates of Regular Board Meetings for Calendar Year 2007 (from Dec 10 to Dec 17, 2007)</p>	<p>MOTION: by Kleiter, 2nd by Bailey and carried that Resolution No. 11.12.07 (01) – 13 Amending Established Dates of Regular Board Meetings for Calendar Year 2007 (from Dec 10 to Dec 17, 2007) as presented, be adopted.</p> <p>All in favor. None opposed.</p> <p>Chairman Rivera appreciated the willingness of the Board to change the date.</p> <p>Michael H. Covert</p>		
<p>President and CEO</p> <p>October, 2007 Firestorms – Acknowledgements to Staff, Employees, Medical Staffs, Auxiliaries, and Emergency Services</p>	<p>Michael Covert wished to deeply acknowledge his appreciation to all involved with assisting our patients in the hospitals and skilled nursing facilities, particularly at Pomerado and Villa Pomerado during the recent firestorms. He thanked Gerald Bracht for managing PMC and Steve Gold and Ann Wagner for managing Pomerado, PCCC and Villa Pomerado including arrangements for buses from Poway Unified School District, and back-up for the SNFs. Bob Hemker was also acknowledged for his efforts in helping to move patients himself in addition to those from Innovation who assisted in any way they could.</p> <p>We would hold sessions to recognize Staff as their efforts would not go unnoticed. pto had been added back in for those who came in to work. Physicians and Staff were acknowledged, some of whom lost their homes, but with no immediate loss of life.</p> <p>Mr. Covert noted that we may convince those involved that a firebreak should be made by</p>		<p>Firestorms debriefing planned.</p>

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AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>the Fire Department immediately behind Pomerado Hospital and it is hoped that there would be positive response to this proposal. He had requested a de-briefing which Lorie Shoemaker and Mary Oelman would coordinate. A particular aspect in future would be to ensure there was someone available with patients on each bus to ensure each driver knows exactly where other SNFs are located, as although addresses were available, the drivers were from school buses. We would also look for better ways to respond from a community viewpoint, as we had to watch CNN to determine what was occurring within our own communities.</p>		
<p>CAO Pomerado Interviews Update</p>	<p>The CEO acknowledged Steve Gold for his quality of leadership as Interim CAO for Pomerado, noting that we hoped to finalize interviews by the end of the year.</p>		
<p>Annual Physicians' Gala</p>	<p>Michael Covert thanked Holly Garcia and all involved in coordinating the Physicians' Gala event.</p>		
<p>ERTC Groundbreaking</p>	<p>Mr. Covert informed that plans are in process for the ERTC groundbreaking and that there would be a series of events for our Board Members and City officials in addition to Staff and for our Physicians, with initial groundbreaking anticipated before the end of the year.</p>		
<p>INFORMATION ITEMS</p>	<p><i>Discussion by exception only</i></p>		
<ul style="list-style-type: none"> ▪ Human Resources 			
<ul style="list-style-type: none"> ▪ Community Relations 			
<ul style="list-style-type: none"> ▪ Joint BOD/Strategic Planning 			
<p>COMMITTEE REPORTS</p>			
	<p>Chairman Rivera introduced and welcomed Ms Kathleen Leak, Orrick Bond Counsel and Ellen Riley of Kaufman Hall, in addition to others present in connection with the issuance of PPH G.O. Bonds.</p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>Finance</p> <p>Updated Financial and Capital Plan, and Resolution No. 11.12.07 (02) – 14 Authorizing Issuance of Not to Exceed \$250,000,000 Aggregate Principal Amount of PPH G.O. Bonds Election of 2004 and taking of all other actions in connection with the Issuance and Sale of said Bonds</p>	<p><i>Director T. E. Kleiter, Chair</i></p> <p>Director Kleiter read out the proposed Resolution in this matter, requesting adoption of such Resolution and documents, so that appropriate action may be taken as necessary to issue the second tranche of G.O. Bonds on or about December 7, 2007.</p>	<p>MOTION: by Kleiter, 2nd by Krider and carried that the Updated Financial and Capital Plan, and Resolution No. 11.12.07 (02) – 14 Authorizing Issuance of Not to Exceed \$250,000,000 Aggregate Principal Amount of PPH G.O. Bonds Election of 2004 and taking of all other actions in connection with the Issuance and Sale of said Bonds, be adopted.</p> <p>All in favor. None opposed. Passed unanimously.</p>	
<p>Joint Venture Agreement between PPH and Trilogy Joint Venture, LLC, with US Radiosurgery</p>	<p>Director Kleiter sought Board approval to this Joint Venture following Finance Committee's recommendation to the Board, pending receipt of final documents.</p>	<p>MOTION: by Kleiter, 2nd by Bassett and carried for approval to the Joint Venture Agreement between PPH and Trilogy Joint Venture, LLC, with US Radiosurgery, as submitted.</p> <p>All in favor. None opposed.</p> <p>Chairman Rivera commented that this was the most up-to-date therapy in terms of Radiosurgery and has the support of the medical staffs.</p>	
<p>Resolution No. 11.12.07 (03) – 15 Adopting Authorized Signatories, by Title, for all PPH Bank and Investment Accounts <i>except</i> the Auxiliary and Health Development Bank Accounts and the G.O. Bond and Citracado Road Public Benefit Development Investment Accounts</p>	<p>Director Kleiter sought Board adoption of this Resolution.</p>	<p>MOTION: by Kleiter, 2nd by Bassett and carried that Resolution No. 11.12.07 (03) – 15 Adopting Authorized Signatories, by Title, for all PPH Bank and Investment Accounts <i>except</i> the Auxiliary and Health Development Bank Accounts and the G.O. Bond and Citracado Road Public Benefit Development Investment Accounts, be adopted.</p> <p>All in favor. None opposed.</p>	
<p>Resolution No. 11.12.07 (04) – 16 Adopting Authorized Individuals and Enabling Resolutions for a Metropolitan Life Insurance</p>	<p>Adoption of this proposed Resolution was sought by Director Kleiter.</p>	<p>MOTION: by Kleiter, 2nd by Bassett and carried that Resolution No. 11.12.07 (04) – 16 Adopting Authorized Individuals and Enabling</p>	

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AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
Company Deposit Account with JP Morgan Chase Manhattan Bank		Resolutions for a Metropolitan Life Insurance Company Deposit Account with JP Morgan Chase Manhattan Bank, be adopted. All in favor. None opposed.	
Resolution No. 11.12.07 (05) – 17 Directing PPH's Officers, Acting on Behalf of 343 E. 2 nd Avenue Investors Ltd ("343, Ltd.") to Formally Transfer Title of Partnership Assets to PPH and to Formally Dissolve "343, Ltd."		MOTION: by Kleiter, 2 nd by Bassett and carried that Resolution No. 11.12.07 (05) – 17 Directing PPH's Officers, Acting on Behalf of 343 E. 2 nd Avenue Investors Ltd ("343, Ltd.") to Formally Transfer Title of Partnership Assets to PPH and to Formally Dissolve "343, Ltd" be adopted.	
Resolution No. 11.12.07 (06) – 18 Authorizing the Acquisition of the Property and Building located at 451 E. Valley Parkway, Escondido, CA subject to the Final Acceptance of the Standard Offer and Completion of Due Diligence.	Dir Kleiter sought Board adoption of this Resolution.	All in favor. None opposed. MOTION: by Kleiter, 2 nd by Bassett and carried that Resolution No. 11.12.07 (06) – 18 Authorizing the Acquisition of the Property and Building located at 451 E. Valley Parkway, Escondido, CA subject to the Final Acceptance of the Standard Offer and Agreement and Completion of Due Diligence, be adopted.	
PPH Outpatient Imaging Services (deferred from Consent Items – agenda item VI. E. at beginning of this meeting)	Director Larson referred to pages 84 and 85 of the Board packet regarding the sale of Parkway Gateway Pomerado Imaging to VRC. Mr. Hemker, CFO, explained the background and several other relationships regarding Parkway and Gateway Imaging Services. Following discussion, approval was sought to	Following a query from Director Krider regarding the property, Mr. Hemker responded that this will be a standard transaction scheduled to close in early January. MOTION: by Kleiter, 2 nd by Bassett and carried that the matter of the Outpatient Imaging Services Action Plan and other matters related to this aspect referred to on pages 84 and 85 of the Board packet be brought back to Finance Committee.	Referred back to Finance Committee


AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MONTH</p>	<p>bring this matter back to Finance Committee. Director Greer welcomed Director Bailey to the Board of Directors.</p> <p>In addition, she expressed deep appreciation for the heroism of our firefighters, police officers, volunteers, physicians, staff and community members as there were many heroes during the recent firestorms.</p> <p>Director Bassett echoed these sentiments.</p> <p>Director Larson expressed congratulations to Director Bailey, welcoming her to the Board. He was in awe of our staff and all those involved in assisting during the fires and wished to particularly thank Michael Covert for his leadership.</p> <p>Director Krider welcomed Director Bailey to her initial Board Meeting.</p> <p>Director Bailey thanked everyone for their warm wishes as she felt this made her even more proud to serve on the PPH Board of Directors.</p> <p>Director Kleiter thanked Chairman Rivera for his leadership during the firestorms crisis, noting that not only did he receive updated calls from Andy Hoang, but also appreciated receiving calls from Chairman Rivera that kept him informed.</p> <p>Chairman Rivera appreciated all of these comments, sincerely thanking everyone for their continued support and teamwork, often through difficult times, and particularly through the recent fires and evacuations.</p>	<p>All in favor. None opposed.</p>	
<p>ADJOURNMENT</p>	<p>8:40 p.m.</p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>SIGNATURES</p> <ul style="list-style-type: none"> ▪ Board Secretary ▪ Board Assistant 	<p>_____</p> <p>Linda C. Greer, R.N.</p> <p>_____</p> <p>Christine D. Meaney</p>		

**PALOMAR POMERADO HEALTH
CONSOLIDATED DISBURSEMENTS
FOR THE MONTH OF
NOVEMBER 2007**

11/01/07	TO	11/30/07	ACCOUNTS PAYABLE INVOICES	\$43,116,330.00
11/02/07	TO	11/16/07	NET PAYROLL	<u>\$14,558,593.00</u>
				\$57,674,923.00

I hereby state that this is an accurate and total listing of all accounts payable, patient refund and payroll fund disbursements by date and type since the last approval.



CHIEF FINANCIAL OFFICER

APPROVAL OF REVOLVING, PATIENT REFUND AND PAYROLL FUND DISBURSEMENTS:

Treasurer, Board of Directors PPH _____

Secretary, Board of Directors PPH _____

This approved document is to be attached to the last revolving fund disbursement page of the applicable financial month for future audit review.

cc: M. Covert, G. Bracht, R. Hemker

MEDICAL STAFF SERVICES

PALOMAR
POMERADO
HEALTH

January 7, 2008

TO: Board of Directors
BOARD MEETING DATE: January 14, 2008
FROM: John J. Lilley, M.D., Chief of Staff
PMC Medical Staff Executive Committee
SUBJECT: Medical Staff Credentialing Recommendations

PALOMAR MEDICAL CENTER

- I. Provisional Appointment (01/14/2008 – 12/31/2009)
 Alicia O. Cantu, M.D., Pediatrics
 Jamieson E. Jones, M.D., Neonatology
 Jack H. Klausen, M.D., OB/GYN
 Gail M. LoPreste, M.D., Pediatrics
 Thomas F. Moyad, M.D., Orthopaedic Surgery (Includes ESC)
 Margaret Riley-Hagan, M.D., Pediatrics
- II. Advance from Provisional to Active Status
 Aria Anvar, M.D., Family Practice (01/14/2008 – 07/31/2009) (Includes PCCC)
 Rodolfo R. Batarese, M.D., Nephrology (01/14/2008 – 06/30/2009)
 Monique C. Mathews, M.D., Anesthesiology (01/14/2008 – 12/31/2009) (Includes ESC)
 Jonathan S. Wilensky, M.D., Plastic Surgery (01/14/2008 – 10/31/2009) (Includes PCCC) (Includes ESC)
 Rensheng V. Zhang, M.D., Anesthesiology (01/14/2008 – 12/31/2008) (Includes ESC)
- III. Advance from Provisional to Associate Status
 Christopher P. Gorman, M.D., Psychiatry (01/14/2008 – 12/31/2008) (Includes PCCC)
 Raluan G. Soltero, M.D., Plastic Surgery (01/14/2008 – 07/31/2009)
- IV. Additional Privileges
 David W. Cloyd, M.D., General Vascular Surgery
 - DaVinci Surgical System
 Kris Ghosh, M.D., Gynecologic Oncology
 - DaVinci Surgical System
 Stephen S. Kaminski, M.D., Critical Care Surgery
 - General Surgery Privileges at Escondido Surgery Center
 Roger B. Schechter, M.D., Emergency Medicine
 - Chronic Wound Management (at San Marcos Wound Care)
 - Hyperbaric Oxygen Therapy Supervision (at San Marcos Wound Care)
- V. Voluntary Resignations/Withdrawals
 Bob E. Blake, M.D., Emergency Medicine (Effective 01/31/2008)
 Yoo Jin T. Chong, M.D., Internal Medicine (Effective 01/31/2008)
 Steven P. Doan, M.D., Internal Medicine (Effective 12/31/2007) (Includes ESC and PCCC)
- VI. Allied Health Professional Appointment (01/14/2008 – 12/31/2009)
 Thea J. Barsalou, R.N., Clinical Research Coordinator; Sponsor: Dr. Steele
 Kelly A. Engstrom, CNM, Certified Nurse Midwife; Sponsors: Drs. Cerrone, Ghosh, Leon, Buringrud, Cizmar
 Stefanie R. Rafes, P.A.-C., Physician Assistant; Sponsors: CEP
 Kenneth S. Shedarowich, P.A.-C., Physician Assistant; Sponsors: CEP

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VII. Allied Health Professional Additional Privileges

- Cynthia R. Clark, N.P., Pediatric Nurse Practitioner
 ▪ Furnish Schedule II-V Controlled Drugs

VIII. Allied Health Professional Withdrawal of Membership

Autumn C. Ward, RDA, Registered Dental Assistant (Effective 11/30/2007) (Includes ESC)

IX. Reappointments Effective 02/01/2008 – 01/31/2010

Lori A. Coleman, M.D.	Radiation Oncology	Dept of Radiology	Active
Robin S. Daus, M.D.	Family Practice	Dept of Family Practice	Active
Toni B. Georgiades, D.D.S. (Includes PCCC)	Dentistry	Dept of Surgery	Associate
Jay R. Grossman, M.D. (Includes PCCC)	Dermatology	Dept of Medicine	Courtesy
Todd J. Harker, M.D. (Changed from Active to Courtesy)	Pediatrics	Dept of Pediatrics	Courtesy
V. Don Kirtland, M.D.	Family Practice	Dept of Family Practice	Active
Gregory A. Langford, M.D. (Includes ESC)	OB/GYN	Dept of OB/GYN	Active
Albert W. Lin, D.D.S. (Includes ESC)	Oral/Maxillofacial Surg	Dept of Surgery	Courtesy
Jayanthi Magesh, M.D.	Internal Medicine	Dept of Medicine	Associate
Blesilda Mario-Singh, M.D.	Pathology	Dept of Pathology	Active
Philip C. Mathis, M.D.	Emergency Medicine	Dept of Emergency Med	Active
Ann P. McKeirnan, M.D.	OB/GYN	Dept of OB/GYN	Active
Peter J. Minkoff, M.D. (Includes PCCC and ESC)	Family Practice	Dept of Family Practice	Active
Carolyn O. Monahan, M.D.	Pediatrics	Dept of Pediatrics	Associate
Elizabeth E. Payne, M.D.	Pediatrics	Dept of Pediatrics	Active
Isabel J. Pereira, M.D. (Includes PCCC)	Internal Med/Geriatrics	Dept of Medicine	Associate
Venus F. Ramos, M.D. (Changed from Active to Associate) (Includes PCCC)	Physical Med & Rehab	Dept of Ortho/Rehab	Associate
Jeffrey M. Rosenberg, M.D.	Cardiothoracic Surgery	Dept of Surgery	Active
Peggy L. Shoval, M.D.	Family Practice	Dept of Family Practice	Active
Kenneth G. Trestman, M.D. (Includes PCCC)	Pulmonary Disease	Dept of Medicine	Active
Thomas S. Velky, Jr., M.D. (Includes ESC)	General Vascular Surgery	Dept of Surgery	Active
Kevin Yoo, M.D.	Neurosurgery	Dept of Surgery	Active

X. Allied Health Professional Reappointment Effective 02/01/2008 – 01/31/2010

Barbara J. Lavin, NNP, Neonatal Nurse Practitioner; Sponsors: Drs. Fatayerji, Golembeski, Johnsgard, Segall
 Pamela S. Vik, NNP, Neonatal Nurse Practitioner; Sponsors: Drs. Fatayerji, Golembeski, Johnsgard, Segall
 Tara L. Willnerd, M.S., Evoked Potential Tech/Audiologists; Sponsors: Drs. Marcisz, Tantuwaya, Stern, Yoo

Certification by and Recommendation of Chief of Staff:

As Chief of Staff of Palomar Medical Center, I certify that the procedures described in the Medical Staff Bylaws for appointment, reappointment or alteration of staff membership or the granting of privileges and that the policy of the Palomar Pomerado Health System's Board of Directors regarding such practices have been properly followed. I recommend that the action requested in each case be taken by the Board of Directors.

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Alicia O. Cantu, M.D.
<i>PPHS Facilities</i>	Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Pediatrics – Certified 2003
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ORGANIZATIONAL NAME

<i>Name</i>	Children's Specialists of San Diego
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	Tufts University School of Medicine, Boston, MA From: 09/01/1995 To: 06/11/1999 Doctor of Medicine Degree
<i>Internship Information</i>	LAC/University of Southern California Medical Center Internal Medicine/Pediatrics From: 06/24/1999 To: 06/24/2000
<i>Residency Information</i>	LAC/University of Southern California Medical Center Pediatrics From: 07/01/2000 To: 07/31/2002
<i>Fellowship Information</i>	N/A
<i>Current Affiliation Information</i>	Rady Children's Hospital, San Diego

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Christopher J. Chisholm, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Anesthesiology – Certified 2005 Pain Medicine – Certified 2006
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ORGANIZATIONAL NAME

<i>Name</i>	Comprehensive Pain Management Specialist
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	UMDNJ - New Jersey Medical School Program, Newark, NJ From: 09/01/1996 To: 05/24/2000 Doctor of Medicine Degree
<i>Internship Information</i>	UMDNJ - New Jersey Medical School, Newark, NJ Internal Medicine From: 07/01/2000 To: 06/30/2001
<i>Residency Information</i>	Columbia University Medical Center/New York-Presbyterian Hospital, New York, NY Anesthesia From: 07/01/2001 To: 06/30/2004
<i>Fellowship Information</i>	University of California, Davis Pain Management From: 01/01/2005 To: 12/31/2005
<i>Current Affiliation Information</i>	La Jolla Orthopaedic Surgery Center Veterans Administration, San Diego Scripps Memorial Hospital, La Jolla UCSD Thornton Hospital Scripps Green Hospital

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Jamieson E. Jones, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Neonatal-Perinatal Medicine - Certified 1993; Re-Certified 2008 Pediatrics – Certified 1991; Expired 2000
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ORGANIZATIONAL NAME

<i>Name</i>	Children's Specialists of San Diego
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	Loyola University, Chicago, IL From: 07/02/1979 To: 06/12/1982 Doctor of Medicine Degree
<i>Internship Information</i>	N/A
<i>Residency Information</i>	University of Chicago, IL Pediatrics From: 06/25/1982 To: 06/30/1985
<i>Fellowship Information</i>	University of California, Irvine Neonatology From: 07/01/1985 To: 06/30/1987
<i>Current Affiliation Information</i>	Kaiser Foundation Hospital, Honolulu, HI University of California, San Diego

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Jack H. Klausen, M.D.
<i>PPHS Facilities</i>	Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Obstetrics and Gynecology – Certified 1975
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ORGANIZATIONAL NAME

<i>Name</i>	Vista Community Clinic
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	University of Kansas, Kansas City, KS From: 09/01/1964 To: 06/03/1968 Doctor of Medicine Degree
<i>Internship Information</i>	Kaiser, San Francisco, CA Flexible/Transitional From: 03/18/1968 To: 06/30/1969
<i>Residency Information</i>	Glendale Adventist Medical Center, Glendale, CA Obstetrics/Gynecology From: 07/01/1969 To: 06/30/1970 PGY-I in OB/GYN LAC/University of Southern California Medical Center Obstetrics/Gynecology From: 06/20/1970 To: 07/01/1973
<i>Fellowship Information</i>	N/A
<i>Current Affiliation Information</i>	Tri-City Medical Center

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Gail M. LoPreste, M.D.
<i>PPHS Facilities</i>	Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Pediatrics – Certified 1994; Re-Certified 2002
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ORGANIZATIONAL NAME

<i>Name</i>	Children's Specialists of San Diego
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	Tufts University School of Medicine, Boston, MA From: 08/01/1986 To: 05/31/1989 Doctor of Medicine Degree
<i>Internship Information</i>	Massachusetts General Hospital, Boston, MA Pediatrics From: 07/01/1989 To: 06/30/1990
<i>Residency Information</i>	Massachusetts General Hospital, Boston, MA Pediatrics From: 07/01/1990 To: 06/30/1992
<i>Fellowship Information</i>	N/A
<i>Current Affiliation Information</i>	Rady Children's Hospital, San Diego North Shore Children's Hospital, Salem, MA Massachusetts General Hospital, Boston, MA

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Thomas F. Moyad, M.D.
<i>PPHS Facilities</i>	Escondido Surgery Center Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Orthopaedic Surgery – Not Certified
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ORGANIZATIONAL NAME

<i>Name</i>	Kaiser Permanente
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	Wayne State University, Detroit, MI From: 09/01/1997 To: 06/07/2001 Doctor of Medicine Degree
<i>Internship Information</i>	N/A
<i>Residency Information</i>	University of Michigan Hospitals and Health Centers, Ann Arbor, MI Orthopaedic Surgery From: 06/23/2001 To: 06/30/2006
<i>Fellowship Information</i>	Brigham and Women's Hospital (Peter Bent), Boston, MA Orthopaedic Surgery From: 08/01/2006 To: 06/30/2007 Hip & Knee Arthroplasty/Adult Reconstruction
<i>Current Affiliation Information</i>	Kaiser Permanente, San Diego

**PALOMAR POMERADO HEALTH SYSTEM
PROVISIONAL APPOINTMENT
January, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Margaret Riley-Hagan, M.D.
<i>PPHS Facilities</i>	Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Pediatrics – Certified 1992; Re-Certified 2007
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ORGANIZATIONAL NAME

<i>Name</i>	Neighborhood Healthcare
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	Texas Southwestern Medical School, Dallas, TX From: 08/22/1983 To: 06/04/1988 Doctor of Medicine Degree
<i>Internship Information</i>	Children's Medical Center of Dallas, TX Pediatrics From: 07/01/1988 To: 06/30/1989
<i>Residency Information</i>	Children's Medical Center of Dallas, TX Pediatrics From: 07/01/1989 To: 06/30/1991
<i>Fellowship Information</i>	University of California, San Diego Sports Medicine From: 06/01/1993 To: 05/31/1994
<i>Current Affiliation Information</i>	None

**PALOMAR POMERADO HEALTH
ALLIED HEALTH PROFESSIONAL
APPOINTMENT
JANUARY, 2008**

NAME: Thea J. Barsalou, R.N.
SPECIALTY: Registered Nurse/Clinical Research Coordinator
SERVICES: Registered Nurse/Clinical Research Coordinator
TRAINING: Palomar College, San Marcos, CA 08/01/98-05/30/02
 Associate of Arts, Nursing
 Excelsior College, Albany, NY 07/15/05-Present
 Bachelor of Nursing
 University of California, San Diego Extension
 Clinical Trials Intensive Workshop 04/03/06-04/07/06
PRACTICE: Research Coordinator/Registered Nurse for
 John Steele, M.D., Escondido, CA 10/01/07-Present
 Clinical Nurse Research Coordinator, UCSD Dept.
 Of Emergency Medicine, San Diego, CA 06/18/07-Present
 Registered Nurse, HealthFairs of America, Omaha, NE 05/09/07-Present
 Clinical Nurse Educator, San Diego Medical Services
 Enterprise, San Diego 04/07-07/07
 Registered Nurse, Tri City Medical Center,
 Oceanside, CA 02/02/04-06/29/04
 Registered Nurse, Steel Memorial Hospital, Salmon, ID 08/13/03-12/31/03
 Registered Nurse, Scripps Memorial Hospital,
 La Jolla, CA 09/30/02-11/16/02
SPONSOR: John T. Steele, M.D.
CERTIFICATION: None
FACILITIES: Palomar Medical Center
 Pomerado Hospital

NAME: Kelly A. Engstrom, CNM
SPECIALTY: Certified Nurse Midwife
SERVICES: Nurse Midwife
TRAINING: University of Michigan, Ann Arbor
 Bachelor of Science Degree – Nursing 09/06/00-04/26/02
 University of Michigan, Ann Arbor
 Master of Science Degree – Parent/Child Nursing
 With Nurse Midwifery Specialty 04/30/02-04/28/05
PRACTICE: Certified Nurse Midwife, Palomar Medical Center
 (PPH Outpatient Clinics) 08/13/07-Present
 Certified Nurse Midwife, Henry Ford Health System,
 Detroit, MI 07/24/06-06/16/07
 Certified Nurse Midwife, St. John Health, Providence
 Hospital, Southfield, MI 10/24/05-04/21/07
 Certified Nurse Midwife, Metro Partners in Health,
 Livonia, MI 10/01/05-12/31/06
 Registered Nurse, Labor & Delivery, Henry Ford
 Health System, Detroit, MI 06/03/02-10/10/05
SPONSORS: Duane Buringrud, M.D., Elizabeth Cerrone, D.O., Bransilav Cizmar, M.D.,
 Kris Ghosh, M.D., Josue Leon, M.D.
CERTIFICATION: Certified Nurse-Midwife through the
 American Midwifery Certification Board 06/28/05-12/31/13
FACILITIES: Palomar Medical Center

**PALOMAR POMERADO HEALTH
ALLIED HEALTH PROFESSIONAL
APPOINTMENT
JANUARY, 2008
(continued)**

NAME:	Stefanie R. Rafes, P.A.-C	
SPECIALTY:	Physician Assistant	
SERVICES:	Physician Assistant in Emergency Room	
TRAINING:	Rochester Institute of Technology, College of Science Rochester, NY – Bachelor of Science Degree – Physician Assistant	08/01/99-05/23/03
PRACTICE:	Duke University Medical Center, Durham, NC Physician Assistant Residency (completed 5 of 12 month program)	09/01/03-01/31/04
	Physician Assistant for California Emergency Physicians At Palomar Medical Center and Pomerado Hospital	12/01/07-Present
	Physician Assistant, San Diego Cardiovascular Associates, Encinitas, CA	01/11/07-Present
	Physician Assistant, Otolaryngology, Mahmood Mahdavi, M.D., La Jolla, CA	10/01/06-01/31/07
	Physician Assistant, Surgical ICU, Rochester General Hospital, Rochester, NY	05/01/04-06/30/06
SPONSORS:	Jaime Rivas, M.D. and California Emergency Physicians	
CERTIFICATION:	National Commission on Certification of Physician Assistants	07/24/03-12/31/09
FACILITIES:	Palomar Medical Center Pomerado Hospital	
NAME:	Kenneth S. Shedarowich, P.A.-C	
SPECIALTY:	Physician Assistant	
SERVICES:	Physician Assistant in Emergency Room	
TRAINING:	College of Osteopathic Medicine of the Pacific, Pomona, CA – Physician Assistant Program Certificate	09/01/91-08/31/93
	College of Osteopathic Medicine of the Pacific, Pomona, CA – Master of Science Health Professions Education	09/01/93-06/10/95
PRACTICE:	Physician Assistant for California Emergency Physicians At Palomar Medical Center and Pomerado Hospital	12/01/07-Present
	Active Duty Service – North Carolina and California Army National Guard	03/01/03-Present
	Hematology Physician Assistant, Children's Hospital Of Orange County, CA	11/17/99-03/20/03
	Military Emergency Medicine Physician Assistant, California Army National Guard, Pomona, CA	1995-2003
	Pediatric Physician Assistant, Director of Clinical Medical Education, Project/Clinic Manager, LaSalle Medical Associates, Lake Elsinore, CA	1995-1999
	Emergency Room Physician Assistant, Emergency Physician Medical Group at San Bernardino Community Hospital, San Bernardino, CA	01/01/95-12/27/02
	Pediatric Oncology Physician Assistant, Children's Hospital of Orange County, CA	1993-1995
SPONSORS:	Jaime Rivas, M.D. and California Emergency Physicians	
CERTIFICATION:	National Commission on Certification of Physician Assistants	12/21/93-12/31/08
FACILITY:	Palomar Medical Center Pomerado Hospital	

MEDICAL STAFF SERVICES

PALOMAR
POMERADO
HEALTH

December 10, 2007

TO: Board of Directors
BOARD MEETING DATE: January 14, 2008
FROM: John J. Lilley, M.D., Chief of Staff
PMC Medical Staff Executive Committee
SUBJECT: Department of Medicine Rules and Regulations

At the Executive Committee meeting for Palomar Medical Center, the following modifications to the Department of Medicine Rules and Regulations were approved for forwarding to the Board of Directors with a recommendation for approval. These modifications have been reviewed by legal counsel. Additions are underlined and deletions are ~~crossed out~~.

Rationale

The Monitoring Policy is being modified to permit more flexibility in completing required monitoring for Provisional Members.

Modification

MONITORING POLICY

Provisional (Category) Member's Responsibility

It is the responsibility of the Provisional Member

- a. to not admit a patient, provide consultation or perform a procedure without a monitor until satisfactory completion of monitoring.
- b. to arrange for an Active (category) Member (with privileges equal to or greater than the privileges held by the Provisional Member) or a Provisional (category) Member (with privileges equal to or greater than the privileges held by the physician needing to be monitored and who has completed his/her monitoring) to monitor his cases, be they admissions, consultations or procedures. The monitors must be members of the Department of Medicine except in the case of procedures where monitoring may be performed by a member of another department, who has privileges in his department or in the Department of Medicine to do the procedure in question.
- c. to ensure monitoring reports are submitted to the Medical Staff Services office by the monitor.

Time of Monitoring

Monitoring is to start within twenty-four (24) hours of admission and be conducted daily.

Scope of Monitoring

Monitoring is to include concurrent monitoring of all phases of a patient's hospitalization (admission, management, discharge, etc.).

Restrictions

Not more than one-half of the cases done by the Provisional Member shall be monitored by any one individual, and the remainder shall be monitored by at least two other individuals. In cases where there are insufficient numbers of qualified monitors to comply with this rule, the Chairman of the Department of Medicine may permit an exception. In those cases where a monitor is not available, the physician should contact the Chairman of the Department for assistance. If the Chairman permits the case to proceed without a monitor, the case will be monitored retrospectively. Only half of the required monitoring will be permitted to be completed in a retrospective manner. Monitoring may be accepted from another facility where the applicant is an active member.

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Number of Cases to be Monitored

At least the first six admissions. Procedural monitoring guidelines are attached.

Advancement

Admission monitoring must be submitted and reviewed by the Department Chairman on at least the first six (6) admissions during the minimum of a one (1) year period or maximum two (2) year period prior to advancement from Provisional to either Active or Courtesy. Monitoring performed at Pomerado Hospital or Escondido Surgery Center shall be considered.

Responsibility of the Monitor

It is the responsibility of the monitor

- a. to review the indications for admission, the content of the history, physical and orders, assessment of problems, use of laboratory, x-ray, etc, use of consultants, rapport with patient and rapport with staff.
- b. to be physically present when a procedure is performed as well as reviewing the indication for the procedure, outcome, pre-procedural preparation, handling of specimens, technique, and the appropriateness of the procedure note, progress note, handling of complications, general patient care and suitability of orders.
- c. to have the power to interdict procedures or therapy which they deem dangerous or contraindicated pending evaluation by the Chairman or the Chief of Staff.
- d. except as indicated in (c) above, to refrain from interacting with the patient or writing in the patient's chart.
- e. to share conclusions, recommendations or suggestions with the Provisional Member if the monitor so desires and, if shared, make a note about same on the monitoring form itself.

Monitoring Forms

Monitoring forms may be obtained from the Medical Staff Services office. Once it is completed, it should be submitted to the Medical Staff Services office.

Review of Monitoring Form by the Department Chairman

Once the Provisional Member's file contains the appropriate number of admission or procedural forms, the Medical Staff Services personnel will forward the Provisional Member's file to the Department Chairman for review.

Additional Monitoring

It is the prerogative of the Department Chairman to request additional monitoring if it is felt warranted or to declare the monitoring requirement fulfilled. The Provisional Member will be advised of the Department Chairman's decision.

Access to Monitoring Forms

The Provisional Member does not have access to monitoring forms unless the content of same has been shared with him by the monitor. Exception: A recommendation for disciplinary action may result in disclosure.

Additional Privileges

Requests for additional privileges may result in a monitoring requirement following procedural steps of this policy.

Emergency Department Consultation Rotation

Completion of admission and/or monitoring is not required to participate on the Primary Care emergency consultation rotation.

Temporary Privileges (after successful completion of the application process)

An applicant practicing under temporary privileges while awaiting Provisional appointment is subject to this policy.



Pomerado Hospital Medical Staff Services
15615 Pomerado Road
Poway, CA 92064
Phone – (858) 613-4664
FAX - (858) 613-4217

DATE: January 7, 2008
TO: Board of Directors - January 14, 2008
FROM: Benjamin Kanter, M.D., Chief of Staff, Pomerado Hospital Medical Staff
SUBJECT: Medical Staff Credentials Recommendations – December 2007

Provisional Appointments: (01/14/2008 – 12/31/2009)
Christopher J. Chisholm, M.D. – Anesthesia/Pain Management
Jamieson E. Jones, M.D. – Pediatrics/Neonatology

Biennial Reappointments: (02/01/2008 – 01/31/2010)
Toni B. Georgiades, D.D.S. – Associate – Surgery (includes Villa)
Gregory A. Langford, M.D. – Active – OB/GYN
Albert W. Lin, D.D.S. – Active – Surgery
Jayanthi Magesh, M.D. – Active - Medicine
Blesilda Mario-Singh, M.D. – Active – Pathology
Peter J. Minkoff, M.D. – Courtesy - Medicine
Julie R. Ohayon, M.D. – Affiliate – Surgery
Kyle B. Potts, M.D. – Affiliate – Surgery
Venus F. Ramos, M.D. – Affiliate - Medicine
Sunil S. Rayan, M.D. – Courtesy - Surgery
Kenneth G. Trestman, M.D. – Active – Medicine – (includes Villa and Sub-acute)
Kevin Yoo, M.D. – Active – Surgery (02/01/2008 – 02/29/2008) (includes Villa)

Resignations/Expiration of Membership:
Chad Elsner, M.D.
Alex I. Fraser, M.D.
Edmond P. Young, M.D.

Allied Health Professional Appointment 01/14/2008 – 12/31/2009
Thea J. Barsalou, R.N. – Sponsor – Dr. Steele
Stefanie Rafes, P.A.-C – Sponsors CEP Physicians
Kenneth S. Shedarowich, P.A.-C

Allied Health Renewal of Membership: (02/01/2008 – 01/31/2010)
Barbara J. Lavin, N.N.P. – Sponsors – Dr. Golembeski, Dr. Fatayerji
Pamela S. Vik, N.N.P. - Sponsors – Dr. Golembeski, Dr. Fatayerji
Tara L. Willnerd, M.S. – Evoked Potential Technologist/Audiologist – Sponsor Dr. Yoo

Allied Health Resignation:
Autumn J. Ward, RDA
Judy Venn-Watson, RNFA

POMERADO HOSPITAL: Certification by and Recommendation of Chief of Staff: As Chief of Staff of Pomerado Hospital, I certify that the procedures described in the Medical Staff Bylaws for appointment, reappointment, or alternation of staff membership or the granting of privileges and the policy of the Palomar Pomerado Health System's Board of Directors regarding such practices have been properly followed. I recommend that the Board of Directors take the action requested in each case.

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PALOMAR POMERADO HEALTH
Education Session

TO: Board of Directors

MEETING DATE: Monday, January 14, 2008

FROM: Facilities and Grounds Committee, December 17, 2007
Palomar Pomerado Health

Background: Mike Shanahan presented the following

- PMC-East, HAZUS seismic report
- Procurement-General Contractor Services, Integrated Project Delivery and LEAN Principles

Budget Impact: NONE

Staff Recommendation: INFORMATIONAL ONLY

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH
Project Updates

TO: Board of Directors

MEETING DATE: Monday, January 14, 2008

FROM: Facilities and Grounds Committee, December 17, 2007
Palomar Pomerado Health

Background: Michael Shanahan provided update information on the status of the following projects for Palomar Pomerado Health:

- PMC – West - Hospital Update
- Pomerado Campus
- 456 E. Grand Ave and Related Site Development
- Patient Room Mock Ups-Andreasen Avenue
- Satellite Updates Rancho Penasquitos-Ramona
- Pomerado Outpatient Pavilion, Jean McLaughlin Women's Center for Health & Healing
- Future Projects

Budget Impact: NONE

Staff Recommendation: INFORMATIONAL ONLY

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

**PALOMAR POMERADO HEALTH
ERTC Site – Rock Crushing Operations**

TO: Board of Directors

MEETING DATE: Monday, January 14, 2008

FROM: Facilities and Grounds Committee, December 17, 2007
Palomar Pomerado Health

- **Background:** Rock crushing operations were required for the on-going excavation and earthwork final site preparations for the New Palomar West Hospital. As Lead public agency and in conformance with the California Environmental Quality Act, PPH prepared an addendum to the Final ERTC EIR in support of these operations.

Budget Impact: NONE

Staff Recommendation: Informational. This item was already referred to the Board of Directors for resolution that was adopted by the Board on December 17, 2007.

PALOMAR POMERADO HEALTH
Date/Time/Location Of Next Meeting

TO: Board of Directors

MEETING DATE: Monday, January 14, 2008

FROM: Facilities and Grounds Committee, December 17, 2007
Palomar Pomerado Health

BY: Pam Carner, Secretary to Committee

Background: Discussed dates and times when future meetings would occur, including the date of the next meeting. The next meeting is scheduled for:

- February 11, 2008
- Innovation – District Offices
Conf Room A - 2nd Floor
15255 Innovation Drive
San Diego, CA 92128

Budget Impact: N/A

Staff Recommendation: INFORMATIONAL ONLY

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Discussion: Recruitment in General

TO: PPH Board of Directors
MEETING DATE: January 14, 2008
FROM: Human Resources Committee, December 18, 2007
BY: Wallie George, Chief Human Resources Officer

BACKGROUND:

N. Bassett requested a discussion regarding PPH recruitment to date.

1. B. Turner provided an overview of current recruitment practices and campaigns.
2. Over 19,000 applications were processed in 2007, with 845 people hired.
3. B. Turner also outlined the application process, noting that HR provides pre-screening for basic job description requirements.
4. Succession planning is in the initial stages.
5. The employee referral campaign, "Go for the Gold," was a success. Employee referrals remain the best source for new employees; second is the PPH Careers web site.
6. Days to fill continue to drop. However, retention remains a concern. Exit interviews are not indicating a trend. The primary reason for leaving remains relocation.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

More recruitment data will be shared in future meetings.

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Follow-up: Tuition/Scholarships Relationship to Retention

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Human Resources Committee, December 18, 2007

BY: Wallie George, Chief Human Resources Officer

BACKGROUND:

N. Bassett requested follow-up on the relationship between the PPH tuition and scholarship programs and employee retention.

W. George and S. Inscoc provided information on the effectiveness of the PPH tuition reimbursement program.

1. A report covering 2000-2007 was distributed to committee members. The report included: participation of employees by facility, types of degrees sought (248 nursing, 284 non-nursing), PPH dollars invested, colleges attended.
2. Of the people S. Inscoc was able to track, 97 have left PPH, with 156 remaining as employees for a total of 253.
3. L. Shoemaker asked for clarification on the ADA degree designation for nursing. She also asked if the BSN – RN should be RN – BSN.
4. L. Shoemaker reported that nursing scholarships have also been provided in addition to tuition reimbursement, totaling \$117,000 over a 12 month period.
5. It was noted that one of the colleges listed is no longer accredited.
6. G. Bracht reminded everyone that there is also a continuing education fund available to employees for seminars, conferences, etc.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

COMMITTEE QUESTIONS:

1. N. Bassett requested the continued collection of tuition reimbursement data.
2. N. Bassett would also like to know if people have stayed with PPH to avail themselves of the educational opportunities. L. Shoemaker reminded the committee that masters and doctoral students are required to stay at PPH for two years.

Follow-up: Tuition/Scholarships Relationship to Retention

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Informational: Nursing Students / Palomar College

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Human Resources Committee, December 18, 2007

BY: Wallie George, Chief Human Resources Officer

BACKGROUND:

Lorie Shoemaker provided an update on the feasibility of providing additional clinical rotations for nursing students should Palomar College choose to expand its enrollment.

1. L. Shoemaker reported that there are opportunities for PPH to take more nursing students:
 - a. Med/Surg: Monday and Sunday during the day or Wednesday and Thursday afternoons and evenings.
 - b. The Birth Center has openings afternoons and evenings any day of the week
2. There is also an opportunity for eight students to work on one unit if there is an instructor from the institution to work with them.
3. L. Shoemaker would like to know if Palomar College would be able to provide students in the allied health professions. She is not as concerned about nursing at this time because local nursing schools will be graduating over 400 nursing students per year in the North County beginning in 2009 in large part due to the support of PPH.
4. The new behavioral survey tool will help managers select the new grads that best fit PPH, increasing the retention rate.
5. Suggestion made to partner with Palomar and other local health allied health professional schools specializing in respiratory therapy, rad techs, etc. The health care academies in the local high schools could also include the allied health professions.
6. L. Shoemaker reported the next phase of the GO-MED program would provide course credits to high school students so they graduate from high school as a Certified Nursing Assistant which allows them to work while completing their college education.
7. L. Shoemaker provided an education grid showing the distribution flow of health care awareness from the elementary school level to becoming health care leaders.
8. B. Turner noted that Palomar College has a culinary arts program that our FANS department is tapping into for chefs.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

Informational: Nursing Students / Palomar College

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Executive Summary
Nursing Recruitment Strategic Planning
Acute Care Only
June 18, 2007

1) Prior year(s) statistics, including turnover rate, premium pay & traveler utilization, LOAs and hire rates:

Statistic	FY'05	FY'06	FYTD'07 (15 ppe)
Turnover (RN Non-PD)	12.6%	15.3%	17.5%
Hiring Rate (New Grad)	46 (25% total)	45 (22%)	18 (18%)
Hiring Rate (Exp)	139 (75% total)	158 (78%)	84 (82%)
Hiring Summary	15%	15%	8%
Registry/Travel RNs (hrs/\$\$)	146,997 (\$7,888,000)	138,528 (\$7,783,000)	48,988 (\$2,596,356)
Premium Pay (hrs/\$\$ excluding holidays)	76,057 (\$3,858,934)	82,943 (\$4,300,107)	41,372 (\$2,254,183)
Education (hrs/\$\$)	73,897 (\$2,005,991)	119,328 (\$3,554,029)	56,297 (\$1,695,049) 21 ppe
LOAs	9%	12%	8%

- 32 internal transfers to specialty area FYTD '07

2) Demographics of existing nursing workforce:

Key findings: Data from January 2005 through November 2006

- Average age for full-time and part-time near 45
- Average service for full-time and part-time ~ 8 years
- Almost 40% over the age of 50 for full-time and part-time
- 62% of full-time employees have less than 5 years of service; part-time average service is almost 3 years higher than full-time
- Med/Surg department has the highest % above age 50
- 9% of full-time and part-time employees are at or close to retirement age
- 55% of full-time and part-time employees have less than 5 years of service
- Overall turnover is ~ 14% (FY'05 & '06)
- Significant drop in turnover after first two years of service from 31% down to 14%
- Average age for new entrants is 39; whereas the average graduating RN is around 30
- Nearly 1/3 of new hires are older than 45

3) Projections of future workforce needs assuming a no growth and a 5% growth strategy

Cumulative projection hiring needs for full-time and part-time: (710 FTEs)

RNs with No Growth

Replacement Needs	2008	2010	2012
Cumulative Replacements	99	278	454
% of Current Population	14%	39%	64%

RNs w/ 5% Annual Headcount Growth

Replacement Needs	2008	2010	2012
Cumulative Replacements	140	430	750
% of Current Population	19%	60%	106%

A 20% reduction in turnover in the first 5 years of service could reduce the number of cumulative replacements by 70+ RNs from 2007 to 2012 (Watson Wyatt Worldwide report)

4) Local colleges and university nursing programs graduates:

Key findings:

- 12 schools of nursing (SON) in San Diego and Southwest Riverside County (7 ADN, 4 BSN, 1 MSN/PhD)
- Over 1000 RN graduate/year; 1200 by 2009
- 4 SON within 15 mile radius of PPH could provide PPH with over 400 new graduates/year and over 500 by 2009
 - CSUSM
 - Palomar Community College
 - National University
 - Miracosta College
- RN New Grad by SON for CY 2006
 - Maric College – 17.3%
 - National University – 9.6%
 - Palomar College – 38.5%
 - SDSU – 9.6%
- Number of RN applicants at PPH (7/01/06-3/22/07)
 - 173 New Grads
 - 258 Insufficient related experience
- Total Graduating Class by Month

Feb	March	April	May	June	Aug	Sept	Nov	Dec
40	80	15	403	80	40	80	15	182

Strategies – FY'08

Reduce Turnover to CHA Benchmark

- Improve Interviewing skills
- Provide career counseling
- Enhance preceptor training and support
- Target retention of 0-2 year employee
- Retain the veteran/experienced worker

Targeted Recruitment

- Hire new graduates into unit of choice
- Allow internal transfer training opportunities
- Revitalize Shadow program

Education and Training Costs

- Proposed phased-in approach to hiring 59 new grads and 45 novice to specialty area throughout FY'08 with the biggest training expenses in July through September and January through March.
- Proposed salary costs for RN new grads/novice to specialty FY'08 is \$2,275,660 (see attached)

Budget Offsets FY'08

- Reduction in premium pay, including overtime, registry and travelers of \$1,070,000 (21.4 FTEs X \$50,000 incremental costs only)

Outcome measures FY'08

- Reduce overall bedside RN turnover to CHA benchmark (17%-14% = 21.4 FTEs)
- Reduce turnover for 0-5 year employee by 10 FTEs (included in 21.4 FTEs above)
- Reduction in overtime dollars
- Reduction in traveler dollars
- Reduction in registry dollars

Recruitment Projections FY'09 and FY'10

FY'09 – 100 new grads/novice to specialty (assumes an RN Turnover of 14%)

FY'10 – 85 new grads/novice to specialty (assumes an RN turnover of 12%)

Informational: Behavioral Based Testing

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Human Resources Committee, December 18, 2007

BY: Wallie George, Chief Human Resources Officer

BACKGROUND:

B. Turner provided information on a recently implemented behavioral based testing program.

1. A new program has been initiated to assist managers with interview techniques that will help them choose applicants who will be the best “fit” with the PPH family. This program was developed strictly for health care institutions.
2. Once a candidate has completed their application, they are then required to complete the Healthcare Selection Inventory (HSI) assessment. Prior to the manager interviewing the applicant, the manager will request that the assessment be scored. The results will help the manager identify areas of strength and weakness for the applicant.
3. The HSI software will also generate behavior based interview questions to assist the manager in “drilling down” and understanding the areas of weakness identified in the assessment.
4. Additional behavior based interview questions are available through the web-based resources manual. The software also generates potential questions for peer based interviews as well.
5. Applicants who apply for a variety of different positions may have their assessments scored under different options. This allows the applicant to be considered for different positions with the potential for finding the right “fit”.
6. The assessment has been validated for five different “families” of healthcare positions (nursing, patient care, entry-level service, technical/professional, and administrative/clerical). PPH has not yet purchased the program for management positions but will consider it based on the effectiveness of the staff profiles.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

COMMITTEE QUESTIONS:

Informational: Behavioral Based Testing

1. M. Covert requested a retention comparison after this program has been used for at least 90 days.
 - a. B. turner noted that customer surveys may be performed after 30, 60 or 90 days. All organizations contacted for reference noted a positive impact on their retention.
2. M. Covert inquired about the availability of this program for PPH physicians who may be having difficulty staff for their offices. B. Turner stated that this would not be a problem.

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Informational: Hiring of Military Corpsmen

TO: PPH Board of Directors
MEETING DATE: January 14, 2008
FROM: Human Resources Committee, December 18, 2007
BY: Wallie George, Chief Human Resources Officer

BACKGROUND:

Director Ted Kleiter requested the Strategic Planning Committee approve moving forward with Director Bassett's proposal to jump-start the corpsman training for RN programs. This would involve developing a program for medics ending their military obligations. Strategic Planning approved the suggestion and requested N. Bassett present her proposal to the HR Committee.

1. L. Shoemaker reported on the new program under development among the EDD, DOD, VA, USCD and the Workforce Partnership to begin a new Transition Assistance Program (TAP) for military corpsman. The corpsmen would begin their course work during their last six months of military duty to transition to LVN or RN. This RN course may be only a seventeen month program, as opposed to the traditional twenty-four month program.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

COMMITTEE QUESTIONS:

- G. Bracht asked if there has been any forecasting done for the healthcare disciplines.
- a. W. George replied that the EMT will be receiving a presentation on human capital in the near future, after which the HR Committee will receive the same information.
 - b. The human capital information will lead the EMT to look at future needs and work with schools such as Palomar College to provide PPH with nursing and allied health professionals.

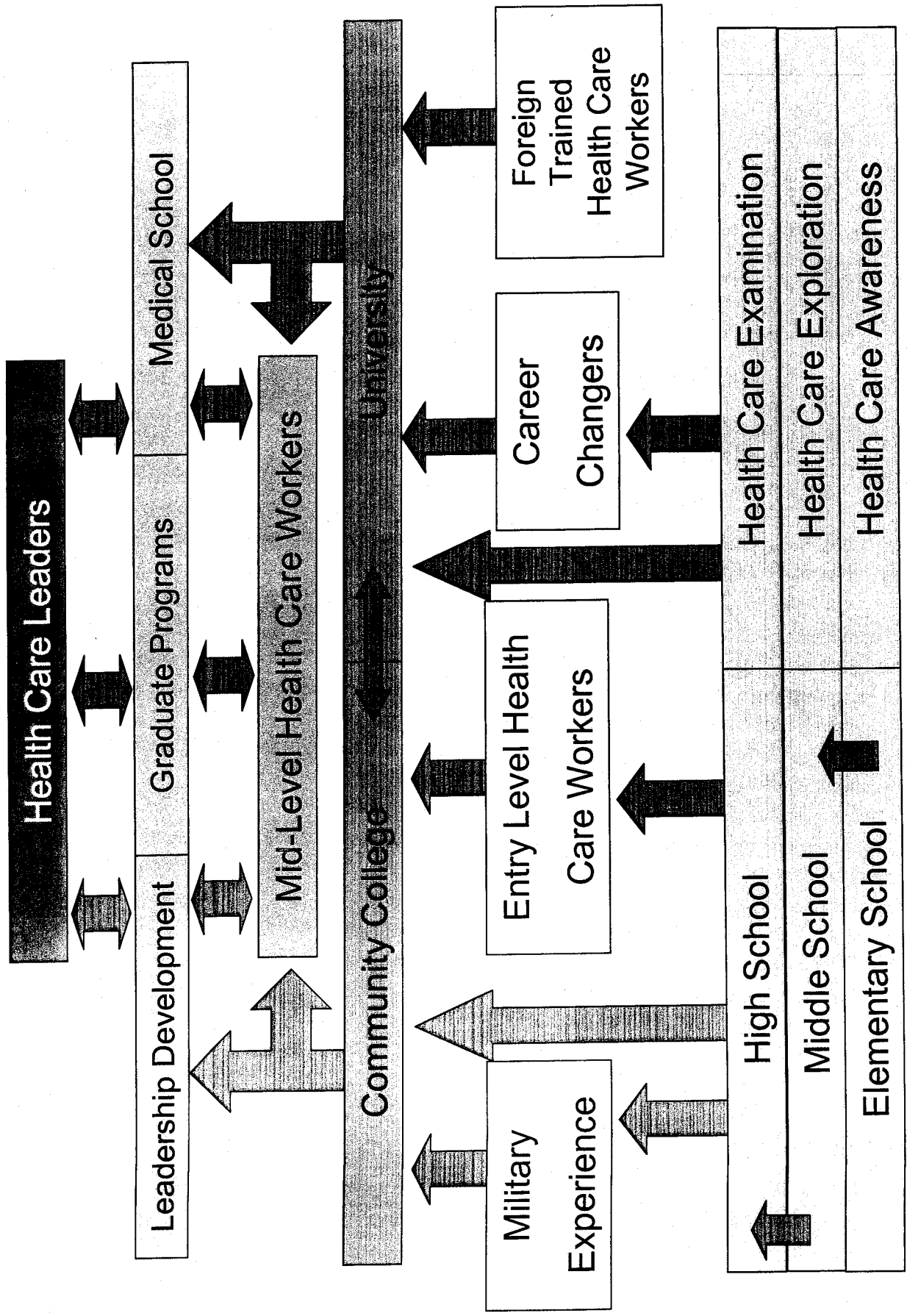
COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:



Health Care Workforce Training Network © Palomar Pomerado Health Development

Update: Smoke Free Environment

TO: PPH Board of Directors
MEETING DATE: January 14, 2008
FROM: Human Resources Committee, December 18, 2007
BY: Wallie George, Chief Human Resources Officer

BACKGROUND: HR Committee discussed the possible creation of a PPH Campus Non-Smoking Policy as requested by L. Greer. At the July 9 Board meeting the proposed Smoke Free Environment Policy was approved and forwarded to the Governance Committee.

Committee will be updated on the progress related to the implementation timeline for the Smoke Free Environment Policy.

1. W. George reported:
 - a. The Spanish signs will be going up December 19.
 - b. Banners will be going up at the POM entrance and in two places at PMC.
 - c. A letter has been drafted for mailing to all employees from M. Covert explaining the reasoning behind the January 1 smoking ban.
 - d. W. George has met with Security to help them understand how to deal with staff who insist on smoking as well as with customers.
 - e. He has also has a very positive meeting with Facilities staff.
 - f. S. Gold continues to work on the SNF transition. Designated sites for residents who smoke are being arranged for the few who do smoke. Any new patients/residents after January 1 will be expected to abide the non-smoking rule.
 - g. The PMC Council of Chairs supports the initiative and understands that it will not be perfect the first day.
2. It is anticipated that the Behavioral Health Units will be the greatest compliance challenge.
3. The Auxiliary has agreed to prepare the Quit Kits that will be available for patients and visitors who feel the need to smoke.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

Update: Smoke Free Environment

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PPH Campus Update

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Community Relations Committee on December 21, 2007

BY: Janet Gennoe

BACKGROUND: Janet Gennoe reported to the committee on Campus updates for Palomar Medical Center as well as Marketing updates for the hospital system. Janet also updated the committee on the opening of the Jean McLaughlin Woman's Center For Health and Healing VIP Event for sometime in December or January; this will also be followed by a community event that will include a public tour scheduled sometime in February 2008. She also updated the committee on the Grand opening of the Women's Center on February 9, 2008, PPH Express care and the Groundbreaking event as well as the new inserts for the Well Woman.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

Media Relations Update

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Community Relations Committee on December 21, 2007

BY: Andy Hoang

BACKGROUND: Andy Hoang presented to the committee the Media report "Measuring Success". (Under Monthly Reports) This included Print Coverage Column Inches and Media Value for the months of October and November 2007. He also showed a brief Media clip as well as discussed the Media Center Development for 2008.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

Partnership with LT Update

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Community Relations Committee on December 21, 2007

BY: Gustavo Friederichsen and Dana Dawson

BACKGROUND: Gustavo Friederichsen and Dana Dawson reported to the committee the plans regarding the Projects surrounding PPH's Partnership with LaDanian Tomlinson, which included the Public Health Initiatives and The Gala Event. Dana updated the committee on the date for the Gala Event which is being held on June 7, 2008 at the La Jolla Hyatt and that they are estimating approximately 500-800 people for this event.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

2008 Community Relations Schedule Update

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Community Relations Committee on December 21, 2007

BY: Gustavo Friederichsen

BACKGROUND: Gustavo Friederichsen discussed with the committee the 2008 Community Relations schedule. The Committee decided to keep the schedule the same as the previous year, which is every other month with the first meeting, scheduled on February 15th, 2008 from 12:00 noon to 2:00 pm.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

Monthly Reports

TO: PPH Board of Directors

MEETING DATE: January 14, 2008

FROM: Community Relations Committee on December 21, 2007

BY: Gustavo Friederichsen

BACKGROUND: Monthly reports were respectively presented to the Community Relations Committee. Included were Marketing/Public Relations, HealthSource, Community Outreach and Media Relations for the months of October and November 2007.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

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DiabetesHealth Update

TO: PPH Board of Directors
DATE: January 14, 2008
FROM: Strategic Planning Committee on December 18, 2007
BY: Kris Hedges, System Director DiabetesHealth

BACKGROUND: Following a Board Quality Review Committee presentation provided by DiabetesHealth, it was requested that DiabetesHealth provide an overview of services, progress and goals to the Strategic Planning Committee

Previously PPH contracted management of our diabetes health program through American HealthWays. Kris Hedges and Dr. Conrad took on the leadership role and are revitalizing and expanding the program. The goal of the diabetes health program is "to provide high quality and up-to-date diabetes care based on evidence-based approaches and the current medical literature to our inpatients, outpatients and the community." Kris Hedges and Dr. Conrad reported on the present inpatient, outpatient and community diabetes health programs and services and highlighted what is coming for the future of the programs.

The committee engaged in many questions including whether data could be made available at a physician level and how we can change physicians' behavior. Dr. Conrad reported that there is a pilot to report data for the hospitalists; however, there have been challenges in gathering physician-level information.

Dr. Larson stated we have demonstrated that we are on the cusp of leadership in the community in this area. Our strategic focus is in our Centers of Excellence. However, diabetes and obesity are the key threats to vascular disease, heart disease, orthopedic issues, cancer risk factors and contributors to gestational diabetes in women. Dr. Larson feels that given the work between diabetes and our key service lines and the many capabilities we have within diabetes care, PPH should consider elevating diabetes health to an institute level – even if it is an institute without walls.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information only.

COMMITTEE RECOMMENDATION:

Information: X

Primary Care Initiative

TO: PPH Board of Directors
DATE: January 14, 2008
FROM: Strategic Planning Committee on December 18, 2007
BY: Robert Trifunovic, MD, Associate Medical Staff Development Officer

BACKGROUND: PPH recognizes that a strong primary care base in our service area is critical in the formation of relationships between residents in our community with Palomar Pomerado Health and our affiliated specialists. The physician needs assessment completed in early 2007 identified that there is a shortage of primary care physicians in our service area. PPH has been focusing on recruitment of primary care physicians as well as studying different approaches to solidifying the relationship between PPH and the various primary care groups and solo practitioners on our medical staffs.

Dr. Trifunovic presented an overview of the need to recruit and retain primary care physicians with PPH. He presented four possible options: The Foundation Model, The Management Services Agreement, the Group Purchase Agreement and the Outpatient or Community Clinic. Dr. Trifunovic explained each option and discussed some of the pros and cons of each.

There were many questions and ideas shared. It was agreed by all that we will need to get input from our local physicians about their viewpoint and what they would be requiring under these different models.

BUDGET IMPACT: Unknown at this time

STAFF RECOMMENDATION: For information only

COMMITTEE RECOMMENDATION:

Information: X