

PALOMAR
POMERADO
HEALTH
SPECIALIZING IN YOU

**BOARD OF DIRECTORS
AGENDA PACKET**

September 8, 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, FACHE, 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, September 8 , 2008
6:30 p.m.**

**Pomerado Hospital
15615 Pomerado Rd
Poway, CA
Meeting Room E**

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."

OPEN SESSION

6:30 p.m.

	<u>Time</u>	<u>Page</u>
I. CALL TO ORDER		
II. OPENING CEREMONY	2	
a. Pledge of Allegiance		
III. PUBLIC COMMENTS	5	
<i>(5 minutes allowed per speaker, with a cumulative total of 15 minutes per group. For further details and policy see Request for Public Comments notices available in the meeting room).</i>		
IV. MINUTES*	5	1-13
a. Regular Board Meeting – August 11, 2008		
b. Special Board Meeting – Board Self Evaluation – August 14, 2008		
c. Special Board Meeting - Annual P.I. Report – August 21, 2008		
V. APPROVAL OF AGENDA to accept the Consent Items as listed*	5	14-24
A. Consolidated Financial Statements		
B. Revolving Fund Transfers/Disbursements – July, 2008		
1. Accounts Payable Invoices	\$44,027,647.00	
2. Net Payroll	\$10,945,253.00	
	TOTAL	\$54,972,900.00
C. Ratification of Paid Bills		
D. June 2008 & YTD FY2008 Financial Report (Addendum A)		
E. Purchase of Land and Building at 151-155 East Valley Boulevard, Escondido, CA		
F. Physician Recruitment Agreement – Stephanie Iem, D.O.		
G. Physician Advisor for Behavioral Health – Stephen F. Signer, M.D.		
VI. PRESENTATIONS		
None		

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

VII. REPORTS

A. <u>Medical Staffs</u>		10	25-39
1. Palomar Medical Center – <i>John J. Lilley, M.D.</i>			
a. Allied Health Professional Transition			
b. Credentialing/Reappointments			
2. Pomerado Hospital – <i>Benjamin Kanter, M.D.</i>			
a. Credentialing/Reappointments			
B. <u>Administrative</u>			
1. <u>Chairman of the Palomar Pomerado Health Foundation</u> – <i>Al Stehly</i>	<i>verbal report</i>	5	
• Update on PPHF Activities			
2. <u>Chairman of the Board</u> – <i>Bruce G. Krider, M.A.</i>	<i>verbal report</i>	10	
3. <u>President and CEO</u> – <i>Michael H. Covert, FACHE</i>	<i>verbal report</i>	10	

VIII. INFORMATION ITEMS *(Discussion by exception only)* **5 40-62**

1. Audit and Compliance Charter – Governance
2. Bylaws - Governance
3. Conflict of Interest Policies – Governance
4. Hotline Functions – Governance
5. Legislative Update – Governance
6. Status of District Structure – Governance
7. Benefit Survey – Human Resources
8. ee Wellness – Human Resources
9. Retention Rates – Human Resources
10. Transportation Issues – Human Resources
11. Internal Audit and Compliance Organization Structure Best Practices – Audit
12. Conflict of Interest – Audit
13. Date, Time, Location – 8/19 – Audit
14. Internal Audit Project Status – Audit
15. Status of Compliance Program – Audit
16. Update on Fiscal Year-End Audit – Audit
17. CRM and New Movers Campaign – Community Relations
18. Strategic Media Relations – Community Relations
19. Service Line Marketing and Physician Development – Community Relations
20. Monthly Reports – Community Relations
21. Bond Issuance – Update on 2006 ARS and CY2008 GO Bond Issue - Finance

IX. COMMITTEE REPORTS

10

63-69

A. Governance Committee – Linda Greer, R.N., Chair

1. Approval: Amended and Restated Bylaws

B. Other Committee Chair Comments on Committee Highlights – *(standing item)*

X. BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MONTH

XI. ADJOURNMENT

Packet PPH Board of Directors; PPH Executive Management Team; PPH Chiefs of Staff and Chiefs of Staff-Elect;
Distribution PPHF Board Chair; Administrative Fellow; Tina Pope; Marsha Bryan
via e-mail:

**If you have a disability please notify us 72 hours prior to scheduled meeting time by calling
858.675.5457 to arrange reasonable accommodations.**

Palomar Pomerado Health
BOARD OF DIRECTORS
REGULAR BOARD MEETING
Graybill Auditorium/Palomar Medical Center
Monday, August 11, 2008

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
CALL TO ORDER	6:30 pm Quorum comprised Directors Bassett, Greer, Kleiter, Krider, Larson and Rivera.		
OPENING CEREMONY	The Pledge of Allegiance was recited in unison.		
MISSION AND VISION STATEMENTS			
	<p>The PPH mission and vision statements are as follows:</p> <p><i>The mission of Palomar Pomerado Health is to heal, comfort and promote health in the communities we serve.</i></p> <p><i>The vision of PPH is to be the health system of choice for patients, physicians and employees, recognized nationally for the highest quality of clinical care and access to comprehensive services.</i></p>		
NOTICE OF MEETING	Notice of Meeting was mailed consistent with legal requirements		
PUBLIC COMMENTS			
APPROVAL OF MINUTES <ul style="list-style-type: none"> Regular Board Meeting July 14, 2008 		MOTION: by Bassett, 2 nd by Kleiter and carried to approve the July 14, 2008 minutes as submitted. All in favor. None opposed.	
APPROVAL OF AGENDA to accept the Consent Items as listed <ul style="list-style-type: none"> A. Consolidated Financial Statement B. Revolving Fund Transfers/Disbursements – June, 2008 C. Ratification of Paid Bills 		MOTION: by Bassett , 2 nd by Kleiter and carried to approve the Consent Items as submitted. All in favor. None opposed.	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<p>D. Physician Recruitment Agreement – Osman Khawar, M.D.</p> <p>E. Plan of Finance – Update Financial and Capital Plan</p>			
PRESENTATION			
<ul style="list-style-type: none"> ▪ Judy Papenhausen, Ph.D. Director, School of Nursing, CSUSM – School of Nursing Update 	<p>Judy Papenhausen, Ph.D., was present to provide a status report on the CSUSM School of Nursing from Fall 2006 to the present. She conveyed greetings from CSUSM President Karen Haynes, Ph.D., along with her appreciation for the vision of PPH which resulted in the establishment of the School of Nursing. Student cohorts admitted since the inception of the school through 2009 projections along with other relevant statistics such as average age, gender, and ethnicity were reviewed. Program and faculty growth as of Fall 08 were reviewed. Grants and gifts, including the \$2.5 million gift from PPH which resulted in the creation of the Palomar Pomerado Health Education Center were highlighted. Student scholarships were also reviewed. Cohort support is an invaluable support to the school. Future programs rounded out the presentation. A copy of the presentation is available in the Board Office for review.</p> <p>Director Kleiter commented that the investment into this program has produced enormous benefits and is everything the Board hoped it would be. He offered congratulations to Dr. Papenhausen and CSUSM for their oversight of the nursing program. Dr. Rivera reminded everyone that it was eight years ago that the idea was brought forward by the Board with the encouragement of Director Nancy Bassett. Director Bassett commented that this program has transcended all expectations and that program that has been established is fantastic. Dr. Papenhausen was congratulated for her vision and hard work which has made</p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	this program the great success that it is. Director Greer thanked Lorie Shoemaker and her staff for their role making the program possible.		
REPORTS			
Medical Staff			
Palomar Medical Center			
▪ Credentialing	John J. Lilley, MD., Chief of PMC Medical Staff, presented PMC's requests for approval of Credentialing Recommendations.	MOTION: by Bassett, 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. Directors Greer and Larson abstained to avoid potential conflict of interest.	
Pomerado Hospital			
▪ Credentialing	Benjamin Kanter, MD., Chief of Pomerado Medical Staff, presented Pomerado Hospital's requests for approval of Credentialing Recommendations.	MOTION: by Bassett, 2 nd 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. Directors Greer and Larson abstained to avoid potential conflict of interest.	
Administrative			
Chairman - Palomar Pomerado Health Foundation			
	Marsha Bryan was present to give the sad news that Francie Guiles from the Foundation passed away on Sunday. Bill Chaffin, Vice-Chairman of the Foundation Board of Directors, was present to report on the Gala. There is a net of \$279,000 from this event. \$4.4 million dollars has been raised in FY08. There are 844 new donors to the Foundation.		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	The next gala is scheduled for June 13, 2009		
Chairman of the Board - Palomar Pomerado Health	<i>Bruce G. Krider, MA</i>		
<ul style="list-style-type: none"> Radiology Professional Services RFP Update 	<p>Chairman Krider asked Gerald Bracht to provide a report on the Radiology Professional Services RFP process. Mr. Bracht reported that the RFP process is now closed. Seven radiology groups responded to the RFP. Their responses will now be abstracted. Dr. John Lilley will chair the RFP committee which will meet in on Monday, August 18 to review the responses. Evaluation criteria will be developed and respondents who will be interviewed will be decided at that meeting.</p> <p>Ms. Janine Sarti, General Counsel, reported that information has been received that Valley Radiology Consultants has been in contact with other radiology groups who were submitting RFPs for the purpose of asking that they not submit RFPs. PPH feels that this is tortuous interference and by way of correspondence to the attorney for VRC has asked that they stop interfering in the RFP process. The attorney for VRC has stated that he would forward PPH's letter to the group.</p>		
President and CEO	<i>Sheila Brown, Interim President and CEO</i>		
<ul style="list-style-type: none"> Thank You 	Sheila Brown thanked the Board, Michael Covert, and the Executive Management Team for their support during the time she served as the Interim CEO.		
<ul style="list-style-type: none"> Town Hall Meetings 	Town Hall meetings were held at Palomar Medical Center, Pomerado Hospital and Innovation Central Offices. Discussions regarding the recent reorganization and future plans of the organization were topics of note. A mechanism for employees to ask questions via an e-mail inbox set up on the PPH intranet was also established.		
<ul style="list-style-type: none"> New Administrative 	Joanna Sainmervil has joined PPH as the		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
Fellow	fourth PPH Administrative Fellow. She is a graduate of the University of Florida with her Masters in Health Administration.		
• Table Top Disaster Drill	A three hour table top drill was facilitated by staff members from San Diego County Emergency Medical Services on July 17. The report from this drill will be used for future disaster planning and submitted to the county as part of our Hospital Protection Program funding.		
• Board Education	Richard Umbdenstock, President and CEO of the American Hospital Association visited with the PPH Board July 21 and presented key issues impacting hospitals across the country. Duane Dauner, President and CEO of the California Hospital Association was also present and discussed the California state budget.		
• Visit to Laguna Honda Hospital	Steve Gold reported that a visit to Laguna Honda Hospital and Rehab Center was recently made by several members of the Administrative Staff. The group was interested in seeing many of the design principles and energy system being utilized in the new construction of that facility.		
• Cerner Smart Semi-Truck	Lorie Shoemaker reported on the Cerner Smart semi-truck which recently visited Palomar Medical Center. The 18-wheeler was filled with some of the latest healthcare technology and allowed visitors to view an example of the hospital setting and the patient experience of the future.		
• PMC West Overview	An overview of PMC West was provided to members of the Escondido City Council recently.		
INFORMATION ITEMS	<i>Discussion by exception only</i>		
▪ Finance			
COMMITTEE REPORTS			
Finance	<i>Ted Kleiter, Chair</i>		
• Resolution No. 08.11.08 (01) – 07 – General	Resolution No. 08.11.08 (01) – 07 – General Obligation Bonds – Tax Levy 2008-2009 was	MOTION: by Kleiter, 2 nd by Rivera and carried to approve	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
Obligation Bonds – Tax Levy 2008-2009 <ul style="list-style-type: none"> Resolution No. 08.11.08 (02) – 08 – Establishment of Appropriations Limit for Fiscal Year 	<p>brought forward for Board approval.</p> <p>Resolution No. 08.11.08 (02) – 08 – Establishment of Appropriations Limit for Fiscal Year was brought forward for Board approval.</p>	<p>Resolution No. 08.11.08 (01) – 07 – General Obligation Bonds – Tax Levy 2008-2009.</p> <p>All in favor. None opposed.</p> <p>MOTION: by Kleiter, 2nd Bassett by and carried to approve Resolution No. 08.11.08 (02) – 08 – Establishment of Appropriations Limit for Fiscal Year.</p> <p>All in favor. None opposed.</p>	
COMMITTEE CHAIR COMMENTS			
<ul style="list-style-type: none"> Internal Audit 	No meeting in July. Director Greer thanked Janine Sarti for taking responsibility for the compliance function during the interim and until that role is filled. Tom Boyle continues to serve as Director of Audit Services.		
<ul style="list-style-type: none"> Governance 	No meeting in July. An ad hoc committee has been established to work out objectives of a organizational communication relationship with the Board.		
<ul style="list-style-type: none"> Human Resources 	No meeting in July		
<ul style="list-style-type: none"> Strategic Planning 	No meeting in July		
<ul style="list-style-type: none"> Community Relations 	No meeting in July		
<ul style="list-style-type: none"> Board Facilities and Grounds 	No meeting in July. The Board Facilities and Grounds Committee met today. There was discussion about how the Board would like to deal with interior design color selections for the various construction projects underway. Director Rivera reported that we are on schedule with respect to construction projects. He commented that signing authority changes in regard to building projects may be needed to ensure that the CEO, Director of Facilities and The CAO at Pomerado have appropriate signing authority levels as these projects gain momentum.	Chairman Krider suggested that there be discussion at the administrative level in regard to signing authority levels with a recommendation made to the Board Facilities and Grounds Committee.	

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<ul style="list-style-type: none"> Board Quality Review 	A joint Quality/Finance Committee was recently held. The meeting focused on the efforts of Opal Reinbold, Chief Quality Officer. Director Rivera stated that the Health System is committed to patient safety.		
<ul style="list-style-type: none"> Finance 	There will be a full Board meeting on August 12. This meeting was originally scheduled as a joint Finance and Strategic Planning Committee meeting.		
BOARD MEMBER COMMENTS and AGENDA ITEMS FOR NEXT MONTH	<p>Chairman Krider reminded the Board that there will be a Board Self Evaluation on August 14. Chairman Krider requested that Board members bring pertinent topics for discussion.</p> <p>Director Bassett commented on a presentation she attended at a recent seminar regarding lean construction strategies and suggested that there could be areas in which PPH could employ these techniques.</p> <p>Director Greer commented on a presentation she attended in regard to retail medicine and noted that it is interesting that PPH is already in the forefront of this method of delivering health care to the community. She also thanked PPH for allowing her to attend an Executive Certification Course for Compliance Professionals conference in Chicago.</p> <p>Director Kleiter commented on a lecture he attended about quality in health care. The physician who gave lecture has written a very worthwhile book and he would be willing to share it with anyone who has an interest.</p>		
ADJOURNMENT	7:25 p.m.		
SIGNATURES <ul style="list-style-type: none"> Board Secretary 	<hr/> Linda Bailey		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
<ul style="list-style-type: none"> ▪ Interim Board Assistant 	<hr/> Nancy Wood		

Palomar Pomerado Health
BOARD OF DIRECTORS
SPECIAL BOARD MEETING
BOARD SELF-EVALUATION
1218 White Sands Drive, San Marcos, CA
Thursday, August 14, 2008

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
CALL TO ORDER	8:00 pm Quorum comprised Directors Bailey, Bassett, Greer, Kleiter, Krider, Larson and Rivera Invited Guest: Mr. Michael Covert		
NOTICE OF MEETING	Notice of Meeting was mailed consistent with legal requirements		
PUBLIC COMMENTS	None		
Board Self-Assessment Discussion	<p>The Board met to continue discussion of their performance as an elected body over the previous year.</p> <p>Chairman Krider asked Board members to bring forward one or two issues relating to board performance for discussion at the meeting.</p> <p>Topics brought forward for general discussion included:</p> <ol style="list-style-type: none"> 1. Ensuring electronic availability and access of PPH documents to Board members 2. Payment for meetings not presently eligible for stipend payment 3. Efficient scheduling of meetings 4. Roles, relationships and responsibilities 5. Microgovernance versus micromanagement 		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	6. Functionality of Board communication methods 7. Maintaining focus for overall vision and goals for PPH 8. Summarization of discussion topics at meetings		
ADJOURNMENT	9:00 p.m.	MOTION: Chairman Krider moved to adjourn the meeting. All in favor; None opposed	
SIGNATURES <ul style="list-style-type: none"> ▪ Board Secretary ▪ Interim Board Assistant 	<hr/> Linda Bailey <hr/> Nancy Wood		

**Palomar Pomerado Health
BOARD OF DIRECTORS
SPECIAL BOARD MEETING
ANNUAL P.I. REPORT**

**Palomar Medical Center, Graybill Auditorium, Escondido
Thursday, August 21, 2008**

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
CALL TO ORDER	6:40 pm Quorum comprised Directors Bailey, Bassett, Greer, Kleiter, Krider, and Rivera. Director Larson was unable to be present.		
NOTICE OF MEETING	Notice of Meeting was mailed consistent with legal requirements		
PUBLIC COMMENTS	None		
INTRODUCTION	Board Chairman Krider welcomed all those present and thanked them for their work undertaken during the year with regard to the very important delivery of quality throughout the system.		
REPORT ON THE STATE OF QUALITY/PATIENT SAFETY	Opal Reinbold, Chief Quality Officer; Duane Buringrud, MD, Chief Medical Quality Officer; and Jerry Kolins, MD, Associate Chief Medical Quality Officer presented on the following: Quality/Patient Safety Summary Report with Key Accomplishments and Key Focus Areas for 2008-2009 noting it had been a busy and challenging year. Key Accomplishments were presented including the Quality management structure re-design; Dashboard report formats for all medical departments/medical directors; Completion of Phase One – Medical Staff Leadership Plan; Numerous Quality Awards; Stroke Certification Preparation Action Plan complete; Surgical Care Improvement Project (SCIP) initiated; Midas Implementation kick	Informational	


AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<p>off for Complaint Resolution/Case Management; Completed the hiring process for Case Management and Risk Management; Completed the first bi-annual combined Board Quality Finance Committee; Completed Accreditation for the PPH Health System; Successfully completed CMS validation survey for PMC/POM; Qualified for a Magnet Site Visit for the health system</p> <p>Key Focus Areas for 2008 – 2009 are: Continued Best Performance in evidenced based publicly reported data; Interdisciplinary implementation with observable measurable results for the dashboards; Present on Admission/Hospital Acquired Conditions and new core measure sets plan of action implemented; Implementation of the Clinical Documentation Improvement Process; Creation of a Continuous Readiness Culture for regulatory compliance; Re-implementation of the Tracer Methodology with a focus on patient safety and efficiency; Medication Management Strategic Plan of Action; Completion of the first two action plan items for the PPH Plan for Patient Safety.</p> <p>Key Building Blocks for Quality/Patient Safety, Key Elements of the Reporting Structure; Key Action Steps Over-All; Key Action Steps – Medical Staff and Balanced Scorecard, Nursing Quality Journey were reviewed.</p> <p>Board members were provided the opportunity to ask questions and make comments in regard to the presentation.</p> <p>An update on regulatory issues was given by Opal Reinbold at the request of Director Rivera.</p> <p><i>(Copy presentation attached to original</i></p>		

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
	<i>minutes).</i>		
FINAL ADJOURNMENT	8:35 p.m.		
SIGNATURES			
<ul style="list-style-type: none"> ▪ Board Secretary 	<hr/> Linda Bailey		
<ul style="list-style-type: none"> ▪ Interim Board Assistant 	<hr/> Nancy Wood		

**PALOMAR POMERADO HEALTH
CONSOLIDATED DISBURSEMENTS
FOR THE MONTH OF
JULY 2008**

07/01/08	TO	07/31/08	ACCOUNTS PAYABLE INVOICES	\$44,027,647.00
07/11/08	TO	07/25/08	NET PAYROLL	<u>\$10,945,253.00</u>
				\$54,972,900.00

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

July 2008 & YTD FY2009 Financial Report

TO: Board of Directors

FROM: Board Finance Committee
Tuesday, August 26, 2008

MEETING DATE: Monday, September 8, 2008

BY: Robert Hemker, CFO

Background: The Board Financial Reports (unaudited) for July 2008 and YTD FY2009 are submitted for the Board's approval.

Budget Impact: N/A

Staff Recommendation: Staff recommends approval.

Committee Questions:

COMMITTEE RECOMMENDATION: The Board Finance Committee recommends approval of the Board Financial Reports (unaudited) for July 2008 and YTD FY2009.

Motion: X

Individual Action:

Information:

Required Time:

Purchase of Land and Building at 151-155 East Valley Boulevard, Escondido, CA

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Board Finance Committee
Tuesday, August 26, 2008

BY: Bob Hemker, CFO

Background: Utilizing the services of a Real Estate broker and a licensed appraiser, the property located at 151-155 East Valley Boulevard, Escondido, CA, was evaluated for suitability and appraisal of value. It was determined that the property—land & buildings—is a part of the “Valley Boulevard properties” referenced in the MOU with the City of Escondido, approved February 23, 2006, by Board resolution.

After having the value of the property determined by Third Party appraisal, Management entered into negotiations via a Letter of Intent to Purchase, conditioned upon Board of Director approval and certain due diligence.

Budget Impact: Costs to be paid from Facility Master Plan Capital Funds for the purchase of the property and buildings located at 151-155 East Valley Boulevard, Escondido, CA.

Staff Recommendation: Staff recommends that Negotiator be instructed to continue negotiations with Sellers for the purchase of the property located at 151-155 E. Valley Boulevard, Escondido, CA, with terms to be consistent with the Letter of Intent and based on appraised value; and that Negotiator also be authorized to utilize a §1033 acquisition/friendly condemnation and proceed to enact the transaction on a quick-time basis, including associated and reasonable costs thereof.

Committee Questions:

COMMITTEE RECOMMENDATION: The Board Finance Committee recommends that Negotiator be instructed to continue negotiations with Sellers for the purchase of the property located at 151-155 E. Valley Boulevard, Escondido, CA, with terms to be consistent with the Letter of Intent and based on appraised value; and that Negotiator also be authorized to utilize a §1033 acquisition/friendly condemnation and proceed to enact the transaction on a quick-time basis, including associated and reasonable costs thereof.

Motion: X

Individual Action:

Information:

Required Time:

Physician Recruitment Agreement

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Board Finance Committee
Tuesday, August 26, 2008

BY: Lisa Hudson, Director of Physician & Business Development

Background: The PPH community lacks an adequate number of primary care physicians as verified by Medical Development Specialists, a national consulting firm that specializes in physician manpower studies. PPH has an established physician recruitment program and has allocated resources to attract additional Family Practice physicians to relocate to Inland North San Diego County. Stephanie Iem, D.O., has signed the PPH Physician Recruitment Agreement in order to establish a practice in the Escondido office of Dr. Stanley Weinberg. She intends to begin practicing in October 2008.

Budget Impact: None

Staff Recommendation: Approval of the Physician Recruitment Agreement with Stephanie Iem, D.O., and recommend approval by the full Board of Directors.

Committee Questions:

COMMITTEE RECOMMENDATION: The Board Finance Committee recommends approval of the Physician Recruitment Agreement with Stephanie Iem, D.O.

Motion: X

Individual Action:

Information:

Required Time:

PALOMAR POMERADO HEALTH - AGREEMENT ABSTRACT

Section Reference	Term/Condition	Term/Condition Criteria
	TITLE	Physician Recruitment Agreement—Family Practice
	AGREEMENT DATE	July 22, 2008, Start date October 2008
	PARTIES	1) PPH 2) Stephanie Iem, D.O.
Recitals	PURPOSE	Provide recruitment assistance to enable Dr. Iem to establish a practice within Dr. Stanley Weinberg's office
Article 4	SCOPE OF SERVICES	Dr. Iem will establish a full-time Family Practice in Dr. Weinberg's Escondido office and will participate in government-funded programs.
2.1; 2.2; 6.2; 6.4; 6.5	TERM	1 year of income assistance; two year repayment/forgiveness period
Recruitment procedure D.2	RENEWAL	None available
Article 8; 9.17	TERMINATION	Contract stipulates conditions for termination
Article 2	COMPENSATION METHODOLOGY	For monthly income guarantee physician will submit monthly report of expenses and collections. For start-up cost assistance physician will submit receipts.
	BUDGETED	X YES <input type="checkbox"/> NO – IMPACT: None
5.1; 9.19	EXCLUSIVITY	X NO <input type="checkbox"/> YES – EXPLAIN: Government prohibits hospitals from requiring physician to exclusively have privileges or make referrals only to their hospital. The contract does include a non-compete clause.
	PHYSICIAN MANPOWER STUDY	Medical Development Specialists, a national consulting firm who performed our Physician Manpower Study, completed an analysis which confirmed there is a justifiable community need for this recruitment
	EXTERNAL FINANCIAL VERIFICATION	X YES <input type="checkbox"/> NO Methodology: Medical Development Specialists (MDS) developed a pro forma for the practice to establish the contract value to cover income guarantee and cash flow needs. MDS also provided the market comparison to establish an appropriate income guarantee.
	LEGAL COUNSEL REVIEW	X Yes <input type="checkbox"/> No No exceptions to the standard agreement. Legal Counsel has approved this contract.
	APPROVALS REQUIRED	X General Counsel X CFO X CEO X BOD Finance Committee on August 26, 2008 X BOD

**PRACTICE RECRUITMENT AGREEMENT
BETWEEN PALOMAR POMERADO HEALTH
AND
STEPHANIE IEM, D.O.**

This is an Agreement dated July 22, 2008 (“**Agreement**”) between Palomar Pomerado Health, a California health district organized under Section 23 of the Health and Safety Code (“**PPH**”), and Stephanie Iem, D.O. (“**Physician**”) collectively hereinafter the (“**parties**”).

PPH owns and operates Palomar Medical Center, an acute-care hospital located in Escondido, California and Pomerado Hospital, an acute-care hospital in Poway, California, collectively hereinafter “**PPH**”. The service area of PPH includes, but is not limited to, north San Diego County and other surrounding communities (“**Service Area**”).

PPH has determined that a portion of its Service Area has substantial unmet medical needs, evidenced by a population that is rapidly expanding and that is in need of services in Physician’s medical specialty. PPH has further determined that under available benchmark criteria, the number of physicians in its Service Area practicing in Physician’s medical specialty is insufficient to serve current and potential patients in need of such services.

PPH’s Service Area has not proven sufficiently appealing on its own to attract and retain a suitable number of physicians in Physician’s specialty. The Board of Directors of PPH has determined that it is within PPH’s mission to recruit a physician in Physician’s specialty who is willing to locate a medical practice in PPH’s service area, join the medical staff of PPH, provide a reasonable amount of charity care, and serve the medical needs of the community.

Physician is a medical doctor specializing in Family Medicine who has not previously practiced that specialty in PPH’s service area. Physician is willing to establish a medical practice in Escondido, California, on the terms and conditions set forth below, and PPH is willing to provide assistance to Physician to help establish such a practice:

Therefore, the parties agree as follows:

ARTICLE 1

DEFINITIONS

1.1 Definitions. As used in this Agreement, the following terms shall have the following definitions:

1.1.1 Approved Expenses. The term “*Approved Expenses*” shall mean the expenses listed in Exhibit B or that have otherwise been approved by PPH before they are incurred.

**PALOMAR POMERADO HEALTH
PHYSICIAN ADVISOR FOR BEHAVIORAL HEALTH**

TO: Board of Directors

FROM: Board Finance Committee
Tuesday, August 26, 2008

DATE: Monday, September 8, 2008

BY: Sheila Brown, R.N., M.B.A., Chief Clinical Outreach Officer
Susan Linback, R.N., M.B.A., System Director, Behavioral Health

BACKGROUND: This is a request to approve the Physician Advisor Agreement with Stephen F. Signer, M.D. Dr. Signer will provide Physician Advisor oversight for all Palomar Pomerado Behavioral Health Services. These Inpatient and Outpatient treatment programs provide needed services to acutely ill patients who suffer from severe mental health disorders.

§3.1 of the Agreement was amended to include an educational allowance as noted in the attached redline excerpt.

BUDGET IMPACT: No Budget Impact

STAFF RECOMMENDATION: Approval

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION: The Board Finance Committee recommends approval of the two-year **[October 1, 2008 through September 30, 2010]** Physician Advisor Agreement with Stephen F. Signer, M.D., for oversight of all PPH Behavioral Health Services.

Motion: X

Individual Action:

Information:

Required Time:

PALOMAR POMERADO HEALTH - AGREEMENT ABSTRACT

Section Reference	Term/Condition	Term/Condition Criteria
	TITLE	Physician Advisor Agreement – Palomar Pomerado Health Stephen F. Signer, M.D.
	AGREEMENT DATE	October 1, 2008
	PARTIES	1) PPH 2) Stephen F. Signer, M.D.
Recitals E	PURPOSE	To provide Psychiatric Physician Advisor oversight for Palomar Pomerado Behavioral Health Services
Exhibit A	SCOPE OF SERVICES	Stephen F. Signer will provide Physician Advisor oversight for PPH's Behavioral Health Services. These inpatient and outpatient treatment programs at both facilities provide needed services to acutely ill patients who suffer from mental health disorders, both the adult and Senior populations.
	PROCUREMENT METHOD	<input type="checkbox"/> Request for Proposal <input checked="" type="checkbox"/> Discretionary
4.1	TERM	October 1, 2008 through September 30, 2010
	RENEWAL	N/A
4.2 4.2	TERMINATION	a. Immediately for cause b. Not less than 30 days of written notice without cause
3.1	COMPENSATION METHODOLOGY	Monthly payment on or before the 15 th of each month with supporting documentation of the prior month's time records.
	BUDGETED	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO - IMPACT: None.
	EXCLUSIVITY	<input checked="" type="checkbox"/> No <input type="checkbox"/> YES – EXPLAIN:
	JUSTIFICATION	In order to remain compliant with CMS requirements for both Inpatient and Outpatient Behavioral Health Services, medical oversight is needed.
	POSITION NOTICED	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO METHODOLOGY & RESPONSE: Posted in Medical Staff Offices for 30 days
	ALTERNATIVES/IMPACT	Proceeding without this arrangement would cause the services to be out of compliance with CMS requirements and jeopardize ongoing mental health to a vulnerable population.
Exhibit B	DUTIES	<input checked="" type="checkbox"/> PROVISION FOR STAFF EDUCATION <input checked="" type="checkbox"/> PROVISION FOR MEDICAL STAFF EDUCATION <input checked="" type="checkbox"/> PROVISION FOR PARTICIPATION IN QUALITY IMPROVEMENT
	COMMENTS	
	APPROVALS REQUIRED	<input checked="" type="checkbox"/> Officer <input checked="" type="checkbox"/> CFO <input checked="" type="checkbox"/> CEO <input checked="" type="checkbox"/> BOD Finance Committee <input checked="" type="checkbox"/> BOD

PHYSICIAN ADVISOR AGREEMENT

between

PALOMAR POMERADO HEALTH

a local hospital district

and

Stephen F. Signer, MD

October 1, 2008

PHYSICIAN ADVISOR AGREEMENT

THIS PHYSICIAN ADVISOR AGREEMENT (“Agreement”) is made and entered into effective October 1, 2008 by and between Palomar Pomerado Health System, a local health care district organized pursuant to Division 23 of California Health and Safety Code (“PPH”) and Stephen F. Signer, MD (“Physician Advisor”).

RECITALS

A. PPH is the owner and operator of Palomar Medical Center (“PMC”), a general acute care hospital located at 555 East Valley Parkway, Escondido, California and Pomerado Hospital, a general acute care hospital located at 15615 Pomerado Road, Poway, California (“Hospitals”). PPH also owns and operates two Skilled Nursing Facilities: Palomar Continuing Care Center (PCCC) located at 1817 Avenida del Diablo, Escondido, California, licensed under Palomar Medical Center, and Villa Pomerado, located at 15615 Pomerado Road, Poway, California, licensed under Pomerado Hospital (SNFs).

B. PPH performs Behavioral Health Services (“Services”) and operates inpatient psychiatric units (the “Behavioral Health Units”) at both Hospitals designated to treat voluntary patients as well as involuntary patients under the Lanterman Petris Short Act (the “LPS Act”). PPH also operates Outpatient Behavioral Health Programs licensed under each hospital. These services are part of the continuum of PPH’s Behavioral Health Services.

C. Physician Advisor is a physician who is qualified and licensed to practice medicine in the State of California, is experienced and qualified in the specialized field of Psychiatry and Neurology, and who is a member of the Medical Staff of Hospitals (“Medical Staff”).

D. The Behavioral Health Services consist of facilities and equipment owned by Hospitals and staffed by Hospital’s employees.

E. Hospitals desire to retain Physician Advisor as an independent contractor to provide certain administrative services (“Administrative Services”) and has determined that this proposed arrangement with Physician Advisor will enhance the Services’ and Hospitals’ organization, procedure standardization, economic efficiency, professional proficiency, and provide other benefits to enhance coordination and cooperation among the Services’ providers and users.

F. Hospitals and Physician Advisor acknowledge and agree that this Agreement shall supercede the agreements, if any, previously entered into by the parties for the provision of Administrative Services.

G. It is the intent of both Hospitals and Physician Advisor that the terms and conditions of this Agreement, and the manner in which services are to be performed hereunder, fulfill and comply with all applicable requirements of any applicable “safe harbor” or exception to Stark I and II including, but in no way limited to, the applicable requirements set forth in regulations promulgated by the Department of Health and Human Services, Office of Inspector General, and in the Ethics in Patient Referral Act.

3. BILLING AND COMPENSATION

3.1 **Administrative Services.** In consideration of the Administrative Services to be provided by Physician Advisor to Hospitals under Section 1 of this Agreement, and expressly conditioned upon Physician Advisor's timely submission to Hospitals of the monthly invoice required pursuant to this Section 3.1, Hospitals agree to pay to Physician Advisor [REDACTED] per hour during the term hereof, payable in monthly installments on or before the fifteenth day of each month, with respect to the preceding calendar month, provided that in no event shall such monthly installments exceed [REDACTED]. Unless discussed and approved in advance with the Service Line Administrator for Behavioral Health Services, Physician Advisor, as an independent contractor, agrees to pay in a timely manner all social security and other payroll taxes relating to such compensation. In addition, Physician Advisor shall receive an annual allowance of up to \$[REDACTED] for education seminars and programs specifically related to Physician Advisor's duties and obligations hereunder, which have been approved in advance by the Chief Clinical Outreach Officer.

MEDICAL STAFF SERVICES

PALOMAR
POMERADO
HEALTH

August 26, 2008

TO: Palomar Pomerado Health Board of Directors

MEETING DATE: September 8, 2008

FROM: Benjamin Kanter, M.D., Chief of Staff
Pomerado Hospital Medical Staff Executive Committee
John J. Lilley, M.D., Chief of Staff
Palomar Medical Center Medical Staff Executive Committee

SUBJECT: Allied Health Professional Transition

In accordance with Joint Commission Standards (H.R.1.20, EP 11 and 12), some Allied Health Professionals (AHPs) who were previously credentialed/authorized via the medical staff processes to provide services at Palomar Pomerado Health facilities, are being transitioned for authorization via Human Resources mechanisms. These AHP categories include:

- Audiologists
- Clinical Research Coordinators
- Evoked Potential Techs
- Licensed Vocation Nurses
- Oral Surgery Assistants
- Orthopaedic Techs
- Pathology Assistants
- Perfusionists
- Registered Nurses
- Registered Nurse First Assistants
- Surgical Techs

On July 20, 2008 the Human Resources Department of Palomar Pomerado Health became responsible for the authorization process of the above listed individuals who were previously authorized via the medical staff mechanisms. In preparation for this transition, the following occurred:

- a. The Medical Staff Offices provided copies of information to the Human Resources Department from the files of all AHPs who are not required to have clinical privileges but were authorized to provide services at Palomar Pomerado Health facilities via medical staff mechanisms. A listing of the files that were turned over to Human Resources was provided (see Attachment A). These individuals will no longer be considered members of the Medical Staff Allied Health Professional Staff(s).
- b. The Medical Staff Offices retained the files of AHPs who were authorized to provide services in the past, but had resigned or withdrawn from the AHP staff. These files will be placed in storage.
- c. The Medical Staff Offices retained the files of AHPs who are required to be privileged through the Medical Staff processes. Those categories include the following: Psychologists, Physician Assistants, Nurse Practitioners, Nurse Midwives.

All AHPs that were transitioned to Human Resources have been notified by the Human Resources Department of the transition and of any actions needed to be taken in order to maintain their authorization to provide services at Palomar Pomerado Health facilities.

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555 East Valley Parkway
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Tel 760.739.3140
Fax 760.739.2926

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15615 Pomerado Road
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☐ ESCONDIDO
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343 East Grand Avenue
Escondido, CA 92025
Tel 760.480.6606
Fax 760.480.1288

PPH Allied Health Professionals Transferred to Human Resources Process

Name/Facility	Specialty	Organization Name
Agregado, Manolito L., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Amaral, Polly E., AuD Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurophysiology, Inc.
Avilez, Michael A., O.T.-C Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Barsalou, Thea J., R.N. Pomerado Hospital Palomar Medical Center	Registered Nurse (Research Coordinator)	UCSD Medical Center
Bell-Anderson, Christine M., AuD Pomerado Hospital Palomar Medical Center	Audiologist	Professional Hearing Associates, Inc
Biggers, Joy A., CCRC Pomerado Hospital Palomar Medical Center	Clinical Research Coordinator	Escondido Cardiology Associates
Bravo, Ricardo J., REPT Palomar Medical Center	Evoked Potential Tech	Bradley H. Chesler, M.D.
Brown, Ray A., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Bryant, Peter R., CCP Palomar Medical Center	Perfusionist	San Diego Perfusion Associates
Cappa, Lino M., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Christensen, William D., C.C.P. Palomar Medical Center	Perfusionist	San Diego Perfusion Associates, Inc.
Dragan, Cherie, R.N. Pomerado Hospital Palomar Medical Center	Registered Nurse (Clinical Research Coordinator)	Escondido Pulmonary Medical Group
Dubnicka, David L., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Duke, Erik M., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Fazzino, Dolores L., CRNFA Pomerado Hospital Palomar Medical Center	R.N. First Assistant	Dolores L. Fazzino, CRNFA,BSN,CNOR,CFNP
Frazier, George E., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Fregoso, Oliver M., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Frey, Glenn C., CCP Palomar Medical Center	Perfusionist	San Diego Perfusion Associates, Inc.
Glockner, Alissa A., M.S. Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurodynamics, Inc
Gold, Andrea M., RNFA Palomar Medical Center	R.N. First Assistant	Neurosurgical Medical Clinic
Heath, Paul S., II Palomar Medical Center	Technician	Kaiser Permanente
Hicks, Gayle E., Ph.D. Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurodynamics

Name/Facility	Specialty	Organization Name
Higbee, Laurie K., R.N. Pomerado Hospital Palomar Medical Center	Registered Nurse (Clinical Research Coordinator)	Roger Schechter, M.D.
Hireish, Samar I., R.N. Palomar Medical Center	Registered Nurse	Neighborhood HealthCare
Hoffman, Roseanne M., RN CCP Palomar Medical Center	Perfusionist	San Diego Perfusion Associates, Inc.
Illich, David M., MS-CCC Pomerado Hospital Palomar Medical Center	Audiologist	Professional Hearing Associates, Inc.
Jenkins-Sebastiani, Christina L., AuD Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurophysiology, Inc
Kelly, Donna L., RN Pomerado Hospital Palomar Medical Center	Registered Nurse (Clinical Research Coordinator)	UCSD Medical Center, Emerg. Dept
Levy-Corbin, Adriane S., MA,CCC- Pomerado Hospital Palomar Medical Center	Audiologist	Professional Hearing Associates
Manes, Steven A., OTC Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
McCallum-Brown, Lana M., R.N. Pomerado Hospital Palomar Medical Center	Registered Nurse (Clinical Research Coordinator)	UCSD Medical Center
McKnight, John P. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Menezes, Fern A., LVN Palomar Medical Center	Licensed Vocational Nurse (Clinical Research Coordinator)	Escondido Cardiology Associates
Mochizuki, Kevin S., PhD Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurodynamics, Inc
Nelson, Kenneth A., O.T.-C Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Phillips, Susan L., RN Pomerado Hospital Palomar Medical Center	Registered Nurse (Clinical Research Coordinator)	Escondido Pulmonary Group
Prida, Tammy L., AuD Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurophysiology, Inc
Ratto, Grace, RN, CCP Palomar Medical Center	Perfusionist	Grace Ratto
Russell, Mary P., R.N. Palomar Medical Center	Registered Nurse	Drs. Cloyd, Steele, Velky, Bokhari & Cam
Samaniego, Daniel, O.T.-C Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Shedd, Monica F., M.A. Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurodynamics, Inc
Tyner, Kristin M., O.T. Palomar Medical Center	Orthopaedic Technologist	Kaiser Permanente
Valdez, Jessica, RDA Pomerado Hospital Palomar Medical Center	Oral Surgery Assistant	Drs. Fortney, Gramins and Lin

Name/Facility	Specialty	Organization Name
Vaughan, Robin H., Ph.D. Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurophysiology, Inc.
Willnerd, Tara L., M.S. Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurodynamics, Inc
Wiskerchen, Maureen J. Pomerado Hospital Palomar Medical Center	Evoked Potential Tech	Neurodynamics

MEDICAL STAFF SERVICES

August 26, 2008

TO: Board of Directors

BOARD MEETING DATE: September 8, 2008

FROM: John J. Lilley, M.D., Chief of Staff
PMC Medical Staff Executive Committee

SUBJECT: Palomar Medical Center Medical Staff Credentialing Recommendations

- I. Provisional Appointment (09/08/2008 – 08/31/2010)
Amarpal S. Arora, M.D., Orthopaedic Surgery
Gabriela M. DiLauro, M.D., Obstetrics & Gynecology
Osman S. Khawar, M.D., Internal Medicine/Nephrology
Patrick H. Noud, M.D., Orthopaedic Surgery
Kevin C. Owsley, M.D., Orthopaedic Surgery
Rhyl Ann F. Seruelo, M.D., Family Practice
- II. Advance from Provisional to Active Status
John A. Houkom, M.D., Orthopaedic Surgery (09/08/2008 – 02/28/2009)
Brent A. Howard, M.D., Orthopaedic Surgery (09/08/2008 – 06/30/2009)
Thomas F. Kelly, M.D., Maternal-Fetal Medicine (09/08/2008 – 05/31/2009)
Richard B. Wolf, D.O., Maternal-Fetal Medicine (09/08/2008 – 05/31/2009)
- III. Advance from Provisional to Courtesy Status
Craig D. Stevenson, M.D., Orthopaedic Surgery (09/08/2008 – 11/30/2008)
Maryam Tarsa, M.D., Maternal-Fetal Medicine (09/08/2008 – 04/30/2009)
Geoffrey P. Zubay, M.D., Neurosurgery (10/01/2008 – 09/30/2010)
- IV. Change from Associate to Courtesy Status
Cara E. Cohen, M.D., Pediatrics
David L. Greenwald, M.D., Neurosurgery
- V. Voluntary Resignations/Withdrawals
H. Richard Adams, M.D., Physical Medicine & Rehab (Effective 09/08/2008)
Michele M. Fang, M.D., Internal Medicine (Effective 08/29/2008)
Jake P. Heiney, M.D., Orthopaedic Surgery (Effective 08/01/2008)
Carolyn J. Levin, M.D., Pediatrics (Effective 08/07/2008)
Jennifer M. Park, M.D., Psychiatry (Effective 08/07/2008)
Annette L. Pozos, M.D., Psychiatry (Effective 07/29/2008)
Paul J. Rickards, M.D., Diagnostic Radiology (Effective 09/08/2008)
- VI. Allied Health Professional Appointment (09/08/2008 – 08/31/2010)
Priya V. Sapra, P.A.-C., Physician Assistant; Sponsors: CEP.

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VII. Reappointment Effective 10/01/2008 – 04/01/2009

John A. Young, M.D.	Cardiothoracic Surg	Dept of Surgery	Courtesy
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Reappointments Effective 10/01/2008 – 09/30/2010

Joyce A. Adams, M.D.	Pediatrics	Dept of Pediatrics	Associate
David E. Buccigrossi, M.D.	Internal Medicine	Dept of Medicine	Active
Anatoly J. Bulkin, M.D.	General Vascular Surg	Dept of Surgery	Active
Edward M. Gurrola, M.D.	Anesthesiology	Dept of Anesthesia	Active
Mark D. Haberman, M.D. (Includes PCCC)	Medicine/Pediatrics	Dept of Medicine	Active
Aaron M. Lehman, M.D.	Pediatrics	Dept of Pediatrics	Active
John J. Lilley, M.D.	Nephrology	Dept of Medicine	Active
Huabao B. Lin, M.D.	Anesthesiology	Dept of Anesthesia	Active
Steven H. Mannis, M.D.	Emergency Medicine	Dept of Emergency Medicine	Active
Laurence M. McKinley, M.D.	Orthopaedic Surgery	Dept of Ortho/Rehab	Active
Carl A. Miller, M.D.	Anesthesiology	Dept of Anesthesia	Active
Michael D. Mottet, M.D.	Gastroenterology	Dept of Medicine	Active
Steven C. Plaxe, M.D.	Reproductive Oncology	Dept of OB/GYN	Courtesy
Robert V. Reznichuk, D.D.S. (No clinical privileges)	Dentistry	Dept of Surgery	Associate
Jose A. Rua, M.D.	Pediatrics	Dept of Pediatrics	Active
William S. Samuel, M.D.	Neurology	Dept of Medicine	Active
Karla A. Strazicich, M.D.	Pediatrics	Dept of Pediatrics	Active
Lori J. Wan, M.D. (Changed from Active to Courtesy)	Medicine/Pediatrics	Dept of Medicine	Courtesy
Wendy K. Wright, M.D.	Pediatrics	Dept of Pediatrics	Courtesy

X. Allied Health Professional Reappointment Effective 10/01/2008 – 09/30/2010

Susan L. Bass, CNM, Certified Nurse Midwife; Sponsors: Drs. Buringrud, Cerrone, Cizmar, Ghosh, Leon

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
September, 2008**

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Amarpal S. Arora, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

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

<i>Name</i>	San Diego Arthroscopy & Sports Medicine
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	University of California, Irvine School of Medicine, Irvine, CA From: 09/01/1999 To: 06/14/2003 Doctor of Medicine Degree
<i>Internship Information</i>	LAC/University of Southern California Medical Center, Los Angeles, CA Orthopaedic Surgery From: 06/24/2003 To: 06/23/2004
<i>Residency Information</i>	LAC/University of Southern California Medical Center, Los Angeles, CA Orthopaedic Surgery From: 07/01/2004 To: 06/30/2008
<i>Fellowship Information</i>	San Diego Arthroscopy & Sports Medicine, San Diego, CA Sports Medicine From: 08/01/2008 To: Present Expected Date of Completion: 07/31/2009
<i>Current Affiliation Information</i>	None

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

PERSONAL INFORMATION

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

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Obstetrics and Gynecology – Not Certified
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ORGANIZATIONAL NAME

<i>Name</i>	Escondido OB/GYN Medical Group
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	Michigan State University, East Lansing, MI From: 08/01/2000 To: 05/07/2004 Doctor of Medicine Degree
<i>Internship Information</i>	N/A
<i>Residency Information</i>	University of New Mexico, Albuquerque, NM Obstetrics/Gynecology From: 06/24/2004 To: 06/30/2008
<i>Fellowship Information</i>	N/A
<i>Current Affiliation Information</i>	None

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

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Osman S. Khawar, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Internal Medicine – Certified 2006
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ORGANIZATIONAL NAME

<i>Name</i>	Palomar Medical Group
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	University of Glasgow Medical School, Glasgow, Scotland From: 09/01/1995 To: 07/07/2000 Doctor of Medicine Degree
<i>Internship Information</i>	St. Mary Medical Center, Long Beach, CA Internal Medicine From: 06/24/2003 To: 06/23/2004
<i>Residency Information</i>	St. Mary Medical Center, Long Beach, CA Internal Medicine From: 07/01/2004 To: 06/30/2006
<i>Fellowship Information</i>	Harbor/UCLA Medical Center, Torrance, CA Nephrology From: 07/01/2006 To: 06/30/2008
<i>Current Affiliation Information</i>	Kaiser Foundation Hospital, Harbor City, CA

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

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Lisa C. Krijger, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Internal Medicine – Certified 2000
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ORGANIZATIONAL NAME

<i>Name</i>	North County Internists
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	University of Texas Galveston, TX From: 08/30/1993 To: 09/08/1995 Transferred to UCLA School of Medicine University of California, Los Angeles, CA From: 07/01/1995 To: 05/30/1997 Doctor of Medicine Degree
<i>Internship Information</i>	UCLA San Fernando Valley Program, Sepulveda, CA Internal Medicine From: 06/24/1997 To: 06/30/1998
<i>Residency Information</i>	UCLA San Fernando Valley Program, Sepulveda, CA Internal Medicine From: 07/01/1998 To: 06/30/2000
<i>Fellowship Information</i>	N/A
<i>Current Affiliation Information</i>	None

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

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Patrick H. Noud, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

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

<i>Name</i>	San Diego Arthroscopy & Sports Medicine
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	University of Michigan, Ann Arbor, MI From: 09/01/1999 To: 05/13/2003 Doctor of Medicine Degree
<i>Internship Information</i>	Fletcher Allen Health Care, Burlington, VT General Surgery From: 07/01/2003 To: 06/30/2004
<i>Residency Information</i>	Fletcher Allen Health Care, Burlington, VT Orthopaedic Surgery From: 07/01/2004 To: 06/30/2008
<i>Fellowship Information</i>	San Diego Arthroscopy & Sports Medicine, San Diego, CA Sports Medicine From: 08/01/2008 To: Present Expected Date of Completion: 7/31/2009
<i>Current Affiliation Information</i>	None

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

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Kevin C. Owsley, M.D.
<i>PPHS Facilities</i>	Pomerado Hospital Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

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

<i>Name</i>	Orthopedic Surgery Associates
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	SUNY, Upstate Medical Center, Syracuse, NY From: 05/01/1998 To: 05/19/2002 Doctor of Medicine Degree
<i>Internship Information</i>	Strong Memorial Hospital/University of Rochester, NY Orthopaedic Surgery From: 06/24/2002 To: 06/30/2003
<i>Residency Information</i>	Strong Memorial Hospital/University of Rochester, NY Orthopaedic Surgery From: 07/01/2003 To: 06/30/2007 Chief Resident: 2006-2007
<i>Fellowship Information</i>	Kerlan-Jobe Orthopaedic Clinic, Los Angeles, CA Sports Medicine From: 08/01/2007 To: 07/31/2008
<i>Current Affiliation Information</i>	None

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

PERSONAL INFORMATION

<i>Provider Name & Title</i>	Rhyl Ann F. Seruelo, M.D.
<i>PPHS Facilities</i>	Palomar Medical Center

SPECIALTIES/BOARD CERTIFICATION

<i>Specialties</i>	Family Practice – Not Certified
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ORGANIZATIONAL NAME

<i>Name</i>	Graybill Medical Group
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EDUCATION/AFFILIATION INFORMATION

<i>Medical Education Information</i>	West Visayas State University, Iloilo, Philippines From: 09/01/1995 To: 03/31/1999 Doctor of Medicine Degree
<i>Internship Information</i>	N/A
<i>Residency Information</i>	University of Texas Medical Center at Houston, TX Family Practice From: 07/01/2005 To: 06/30/2008
<i>Fellowship Information</i>	N/A
<i>Current Affiliation Information</i>	None

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

NAME:	Priya V. Sapra, P.A.-C
SPECIALTY:	Physician Assistant
SERVICES:	Physician Assistant, Emergency Department
TRAINING:	Community College of Allegheny County, Monroeville, PA
	Associate of Science Degree – Surgical Technology 01/10/00-05/14/01
	Duquesne University, Pittsburgh, PA
	Bachelor of Science Degree – Health Sciences 08/20/01-05/03/03
	Duquesne University, John G. Rangos, Sr. School of Health Sciences, Pittsburgh, PA
	Master of Science Degree – Physician Assistant 08/20/01-08/07/04
PRACTICE:	Physician Assistant, California Emergency Physicians
	Palomar Medical Center and Pomerado Hospital To Begin 09/01/08
	Physician Assistant, La Mesa Health Care, La Mesa, CA 05/09/05-08/15/05
	Physician Assistant, Neighborhood Healthcare Lakeside, CA 01/04/05-Present
	Physician Assistant, United Physicians Group, Oceanside, CA 12/06/04-05/06/05
SPONSOR:	California Emergency Physicians at Palomar Medical Center and Pomerado Hospital
CERTIFICATION:	National Commission on Certification of Physicians Assistants 08/19/04
	Recertified 2006
FACILITIES:	Palomar Medical Center
	Pomerado Hospital



Pomerado Hospital Medical Staff Services

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

DATE: August 27, 2008
TO: Board of Directors - September 8, 2008
FROM: Benjamin Kanter, M.D., Chief of Staff, Pomerado Hospital Medical Staff
SUBJECT: Medical Staff Credentials Recommendations – August 2008

Provisional Appointments: (09/08/ 2008 – 8/31/2010)

Amarpal S. Arora, M.D. – Surgery (Assisting only)
Osman S. Khawar, M.D. – Medicine
Lisa C. Krijger, M.D. – Medicine
Patrick H. Noud, M.D. – Surgery (Assisting only)
Kevin C. Owsley, M.D. - Surgery

Advancements:

Julie Berry, M.D. – Consulting – Surgery (09/08/2008 - 8/31/2009)
Gregory Campbell, M.D. – Courtesy – Surgery (09/08/2008 – 05/31/2010) (includes Villa)
Thomas Kelly, M.D. – Courtesy - OB/GYN (09/08/2008 – 05/31/2009)
Maryam Tarsa, M.D. – Courtesy – OB/GYN (09/08/2008 – 04/30/2009)
Dean Tasher, M.D. – Active – Medicine (09/08/2008 – 04/31/2009)
Richard Wolf, D.O.- Courtesy – OB/GYN (09/08/2008 – 05/31/2009)

Biennial Reappointments: (10/01/2008 – 09/30/2010)

Anatoly J. Bulkin, M.D. – Surgery - Active
Edward M. Gurrola, II, M.D. – Anesthesia - Active
Larry T. Konzen, M.D. – Medicine - Affiliate
Alison A. Learn, M.D. – Surgery - Active (10/01/2008 – 03/31/2010)
John J. Lilley, M.D. – Medicine - Courtesy
Huabao B. Lin, M.D. – Anesthesia - Active
Steven H. Mannis, M.D. – Emergency Medicine - Active
Carl A. Miller, M.D. – Anesthesia - Active
Steven C. Plaxe, M.D. – OB/GYN Oncology - Courtesy
David N. Spees, M.D. – Medicine - Courtesy
Kuangkai Tai, M.D. – Pediatrics – Active
Kevin Yoo, M.D. – Surgery – Active (10/01/2008 – 01/31/2010)

Resignations:

Gregory Carolan, M.D.
Anthony Festa, M.D.
Menashe Kfir, M.D.
Joshua Landau, M.D.
Jennifer Park, M.D.
Kyle Potts, M.D.
Annette Pozos, M.D.
Paul Rickards, M.D.
Sean Tracy, M.D.

Allied Health Appointment: (09/08/2008 – 8/31/2010)

Priya V. Sapra, P.A.-C – Sponsors Dr. Rivas and CEP Physicians

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.

Audit and Compliance Charter

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: The Audit and Compliance Charter will be reviewed by the ad hoc committee established to work out objectives of an organizational communication relationship with the Board. This topic will be discussed further once the ad hoc committee has had the opportunity to review.

Budget Impact: None

Staff Recommendation:

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Bylaws

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: At the full meeting of the Board in July, Dr. Rivera requested that the wording in the bylaws pertaining to the Board's delegation of authority and Board oversight of operations be reviewed to ensure consistency throughout the bylaws. Janine Sarti, Legal Counsel, was requested to look at language in the bylaws for wording clarification. This item is brought forward to the Governance Committee for further review. The Governance Committee agreed that discussion of the bylaws should take place with the full Board. Board Chair, Bruce Krider, will call for a special meeting of the full Board.

Budget Impact: None

Staff Recommendation:

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Conflict of Interest Policies

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: At the June meeting of the Governance Committee, Director Krider requested that Ms. Sarti perform a review in regard to conflict of interest and present the findings along with a recommendation for implementation to the Governance Committee. Ms. Sarti reported that she had reviewed Gov 3 Conflict of Interest; Gov 29 Compliance Program and Gov 14 Code of Ethics. She suggested that an investigation and review of Gov 3 and Gov 14 could be undertaken by Compliance. Chairman Greer recommended that Gov 29 be reviewed at the ad hoc committee meeting.

Budget Impact: None

Staff Recommendation:

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Hotline Functions

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: Janine Sarti reported that one call was received on the Compliance Hot Line in the past month. She also reported that the outside auditors have concluded that the line is functioning properly. Chairman Greer requested that the committee be provided with a quarterly update in regard to the Compliance Hot Line.

Budget Impact: None

Staff Recommendation:

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Legislative Update

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: Gustavo Friederichsen provided a legislative update. The state budget is still at an impasse. Letters were shared in regard to AB 2967. This bill would establish a Health Care Cost and Quality Transparency Committee which would require the implementation of a new health care provider data reporting program for health facilities. PPH opposes this bill on the basis that it would create a new bureaucracy within state government without comprehensive health care reform and add new administrative burdens to hospitals, thereby increasing system costs and inefficiencies. Letters signed by the CEO were sent to Assemblyman Martin Garrick and State Senator Mark Wyland. Gustavo Friederichsen will alert Board members to CHA and ACHD alerts as soon as possible in order for PPH to express support or opposition as quickly as possible.

Budget Impact: None

Staff Recommendation:

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Status of District Structure

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: Status of District Structure will be reviewed by the ad hoc committee established to work out objectives of an organizational communication relationship with the Board.

Budget Impact: None

Staff Recommendation:

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Informational: Benefit Survey

TO: PPH Board

MEETING DATE: September 8, 2008

FROM: Human Resources Committee: August 12, 2008

BACKGROUND:

During open enrollment for the calendar year 2008 benefits, a new benefit branding strategy was developed. At the same time that the new branding was rolled out, a benefit survey was made available for employees to complete. This survey would allow us to gain a greater understanding of how employees perceive the PPH benefits package. The questions included in the survey are:

- How satisfied are you with:
 - Benefits offered
 - Competitiveness of premiums with other health care facilities
 - Appropriate allotment of Personal Time Off (PTO)
 - Benefit providers utilized (e.g., MetLife, Health Net)
- How do the PPH benefits compare to benefit packages from previous employers?
- Did you know that the Health Care Spending Account allows you to use pre-tax dollars to pay health-care expenses?
- How important are the following PPH benefits to you personally:
 - Medical
 - Dental
 - Vision
 - PTO
 - Disability Coverage
 - Life Insurance
 - Flexibility Spending Accounts
 - Pension
 - Deferred Compensation
 - Tuition Reimbursement
- Do you select your Medical option based on coverage or cost (premium)?
- How familiar are you with PPH's incentive compensation program?
- Is there any benefit you need/want that is not currently available to you? Specify
- Have you ever accessed your voluntary benefits (legal, AFLAC, long-term care, etc)?
- Would you say that the following benefits are meeting your needs?
 - Health, dental and vision insurance programs

Informational: Benefit Survey

- Life and disability insurance plans
- Pension and deferred compensation
- How often do you review your PPH benefits program?
- Do you participate in the professional development opportunities (education or tuition reimbursement) that are offered at PPH?
- Where do you go to find more information and/or communication about your benefits?
- Do you understand your benefits well enough to use them effectively?
- What would you like to see changed or added to the PPH benefits package?
- How would you prefer to receive information and updates about your benefits?

The final questions are related to demographic data – length of employment, gender, age and ethnic background.

To ensure participation in the survey, a six week campaign was launched. Each week a name was drawn from those who participated in the survey. Winners received a \$25 gift certificate. The overall results of the survey are very positive. The findings are being summarized. Significant findings from the survey will be presented to Committee members.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

Benefits Survey results to be presented annually.

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Informational: Employee Wellness Presentation

TO: PPH Board

MEETING DATE: September 8, 2008

FROM: Human Resources Committee: August 12, 2008

BACKGROUND: Nancy Bassett, Committee Chair, requested an update on:

- a. Calendar dates planned for quarterly employee wellness
- b. The progress of employees identified as obese or diabetic: Are we identifying more employees, are they getting healthier?
- c. Is the Health Risk Assessment helping?
- d. Are employees at risk using more PTO? Workman's comp issues?

August 12, 2008

1. Russ Riehl presented information on the Wellness Committee which is chaired by Sheila Brown, FACHE. Members on the committee are comprised of management and staff from across the health system.
2. Russ provided details on the employee health survey that began on July 1, 2005, conducted by PMC Employee Health; 643 employees surveyed. Data collected included: age, reported weight, measured weight, BMI, height, male, female. Information was requested on: stress management, exercise, nutrition, tobacco cessation, alcohol cessation.
3. General data was also provided on results of the PPH Health Risk Appraisal: the number of health risk appraisals completed, health risk appraisals by age demographics, gender demographics. Percentages were provided for elevated risk scores of those employees participating in the Health Risk Assessment relating to: blood pressure, total cholesterol, diabetes, fitness, nutrition, heart health.
 - 1) Russ outlined the objectives of the new Passport to Employee Safety, Health and Wellness program including: a.) Program structure and emphasis, and areas of focus.
4. Outcomes are measured using data relating to: employee participation, incentive distribution, and HRA data trends. Goal is to reduce Workman's Comp.
5. The Passport Program will begin with an employee communication scheduled for August-September 2008. The Passport program will go live in November 2008 (in conjunction with HR open enrollment) with the annual program completed in September 2009. Program outcomes will be reported in October 2009. Annual reports will become available beginning after 2009.

Informational: Employee Wellness Presentation

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

COMMITTEE QUESTIONS:

1. A. Larson asked if a specific program was used to create the Passport Program. Answer: A comprehensive safety/wellness program is expensive. PPH has developed a program that is synchronic with existing programs. Our program is created specific to PPH employees.
2. N. Bassett asked if lower premiums will be the incentive for employees with health risk challenges and how it will be decided how much the premium may be lowered. Answer: B. Turner stated that the factors will be tied to insurance costs each year.
3. A. Larson expressed his concerned about sustainability and cost. Initially it appears to be a low risk financial program.

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Informational: Retention Rates

TO: PPH Board

MEETING DATE: September 8, 2008

FROM: Human Resources Committee: August 12, 2008

BACKGROUND:

In the past employee retention rates were on a downward trend. The Retention Committee recommended a variety of strategies including behavior-based interview training and implementation of a behavior-based assessment tool. The assessment tool chosen was a Health Selection Inventory from Test Source. This tool assesses the traits of work ethic, energy, teamwork, customer focus, compassion, flexibility/adaptability, multi-tasking, valuing diversity and openness to learning. The assessment was linked to our electronic employment application so that when a candidate completes the actual application they proceed immediately to the assessment. The application isn't complete until the assessment is also done. The hiring manager can review the results of this assessment and use the behavior-based interview questions generated by the assessment when interviewing the applicant. These tools provide the hiring manager with a greater likelihood of hiring a candidate that meets the PPH values.

These changes in our process for evaluating candidates for hire have attributed to an increase in our 90-day retention rates as demonstrated on the attached graph. The 13-month and 24-month retention rates lag the 90-day retention rates. We expect to begin seeing an upward trend in these areas in the near future as well.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

1. Retention rates are measured quarterly.
2. HR staff will begin sitting with PPH managers/Directors to assist them with hiring techniques to help with retention rates.

COMMITTEE QUESTIONS:

A. Larson asked how the PPH results compare with other facilities. Data is available only from the CHA data which can be broken down by region. B. Turner will provide CHA data showing a comparison to PPH data at a future meeting.

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

Informational: Transportation Issues

TO: PPH Board

MEETING DATE: September 8, 2008

FROM: Human Resources Committee: August 12, 2008

BACKGROUND:

With the rising cost of gas, a transportation strategy should be developed to address this need. A transportation strategy is particularly important as approximately 11% of our employee population live in the Temecula/Murrieta area and face a significant commute on a daily basis. Data also indicates that the risk is greater in some job classifications than in others. For example, 24% of nurses and 30% of radiology techs commute from the Temecula/Murrieta area.

A transportation strategy is being developed to assist with these issues. Plans to date include:

- Continued encouragement of van pooling. PPH subsidizes each van pool with \$100 gas card each month. There is currently only 1 van pool in place.
- An intranet website is being researched that will allow employees interested in car pooling to connect. Employees will be able to leave their name, contact information, shift, schedule and area they are commuting from/to on a website to help facilitate contact with other employees interested in commuting.
- The Sprinter now provides another transportation alternative to some employees. A survey of employees was conducted indicating that the Sprinter is being utilized as a form of transportation. The feasibility of providing additional transportation to/from the Sprinter is being investigated.

A vendor, Commute Solutions, will be meeting with HR later this month to review the additional transportation opportunities. A report will be available after this meeting.

BUDGET IMPACT: Not Applicable

STAFF RECOMMENDATION:

Continue to research and develop a transportation strategy.

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH
Report on Internal Audit and Compliance
Organizational Structure – Best Practices

TO: Internal Audit & Compliance Committee

MEETING DATE: August 19, 2008

FROM: Linda Greer, Committee Chair

BY: Michele Gilmore, Secretary to Committee

BACKGROUND:

Linda Greer gave a report about the Health Ethics Trust Compliance Conference that she recently attended in Chicago, and on the Compliance Department organizational structure and best practice.

BUDGET IMPACT: None

STAFF RECOMMENDATION: INFORMATION

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH

Conflict Of Interest Statements

TO: Internal Audit & Compliance Committee

MEETING DATE: August 19, 2008

FROM: Janine Sarti, Esq., General Counsel

BY: Michele Gilmore, Secretary to Committee

BACKGROUND:

Janine Sarti gave a report on the Conflict of Interest statements filed by PPH employees.

BUDGET IMPACT: None

STAFF RECOMMENDATION: INFORMATION

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH

Date/Time/Location Of Next Meeting

TO: Internal Audit and Compliance Committee

MEETING DATE: Tuesday August 19, 2007

FROM: Tom Boyle, Director Internal Audit

BY: Michele Gilmore, Secretary to Committee

Background:

The next meeting of the Internal Audit and Compliance Committee is scheduled for Tuesday, September 16, 2008 in the Education Classroom across from Graybill. This is a change from the usual location.

Budget Impact: N/A

Staff Recommendation: INFORMATION

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH

**Internal Audit Dept staff reductions
and Internal Audit Project status**

TO: Internal Audit & Compliance Committee

MEETING DATE: August 19, 2008

FROM: Tom Boyle, Director Internal Audit

BY: Michele Gilmore, Secretary to Committee

BACKGROUND:

Tom Boyle reported on the staff reductions in the Internal Audit Department and the process and risk assessment for Internal Audit.

BUDGET IMPACT: None

STAFF RECOMMENDATION: INFORMATION

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH

Status of Compliance Department

TO: Internal Audit & Compliance Committee

MEETING DATE: August 19, 2008

FROM: Janine Sarti, Esq., General Counsel

BY: Michele Gilmore, Secretary to Committee

BACKGROUND:

Janine Sarti reported on the status of the Compliance Department and the interview process being conducted for the Director of Corporate Compliance position.

BUDGET IMPACT: None

STAFF RECOMMENDATION: INFORMATION

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

PALOMAR POMERADO HEALTH

Update on Fiscal Year-End audit
by Deloitte & Touche

TO: Internal Audit & Compliance Committee

MEETING DATE: August 19, 2008

FROM: Tom Boyle, Director Internal Audit

BY: Michele Gilmore, Secretary to Committee

BACKGROUND:

Tom Boyle and representatives from Deloitte & Touche LLP, Mark Kawauchi and Shibani Dogra gave an update on the fiscal year-end audit.

BUDGET IMPACT: None

STAFF RECOMMENDATION: INFORMATION

COMMITTEE QUESTIONS:

COMMITTEE RECOMMENDATION:

Motion:

Individual Action:

Information: X

Required Time:

CRM and New Mover's Campaign

TO: PPH Board of Directors

MEETING DATE: September 8, 2008

FROM: Community Relations Committee on August 15, 2008

BY: Gustavo Friederichsen

BACKGROUND: Janet Gennoe Klitzner presented on CRM and the New Mover's Campaign.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

Strategic Media Relations

TO: PPH Board of Directors

MEETING DATE: September 8, 2008

FROM: Community Relations Committee on August 15, 2008

BY: Gustavo Friederichsen

BACKGROUND: Andy Hoang updated the Committee on the Media report “Measuring Success” which included Print Coverage Column Inches and Media Value for the months of June and July 2008. He also updated the Committee on media planning, placement and relationships.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

Service Line Marketing and Physician Development

TO: PPH Board of Directors

MEETING DATE: September 8, 2008

FROM: Community Relations Committee on August 15, 2008

BY: Gustavo Friederichsen

BACKGROUND: Gustavo Friederichsen and Janet Gennoe Klitzner presented on expanded marketing efforts designed to promote service lines and increase revenue.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

Monthly Reports

TO: PPH Board of Directors

MEETING DATE: September 8, 2008

FROM: Community Relations Committee on August 15, 2008

BY: Gustavo Friederichsen

BACKGROUND: Monthly reports were respectively presented to the Community Relations Committee. Included were Marketing/Public Relations, the HealthSource, Community Outreach, and Media Relations for the months of June and July, 2008.

BUDGET IMPACT: None

STAFF RECOMMENDATION: For information purposes only

COMMITTEE RECOMMENDATION:

Information: X

<p style="text-align: center;">Bond Issuance Update on 2006 ARS and CY2008 GO Bond Issue</p>
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TO: Board of Directors

MEETING DATE: Monday, September 8, 2009

FROM: Board Finance Committee
Tuesday, August 26, 2008

Background: Bob Hemker, CFO, presented a verbal update on the timeline for the due diligence authorized at the August 11, 2008, Board meeting for: a) A restructuring strategy for the 2006 Auction Rate Securities (ARS); and, b) The issuance of General Obligation (GO) Bonds in 2008.

Budget Impact: N/A

Staff Recommendation: Information Only

Committee Questions:

<p>COMMITTEE RECOMMENDATION:</p>

Motion:

Individual Action:

Information: X

Required Time:

Annual Review of Committee Bylaws Community Relations Committee

TO: Board of Directors

MEETING DATE: Monday, September 8, 2008

FROM: Governance Committee

BY: Linda Greer, R.N., Chair

Background: Each year, each standing committee is to review its relevant section of the bylaws, as provided below, to provide an opportunity to amend as needed and provide feedback to the Board of Directors via the Governance Committee. The Board Community Relations Committee reviewed the bylaws pertaining to their committee.

Budget Impact: None

Staff Recommendation:

1. The Community Relations Board Committee reviewed and unanimously approved the Bylaws for the "Board Member Position Description" with the following change to 6.2.6 (b) Non-Voting Membership: Removal of the Community Outreach Director from the membership list. The Community Outreach Director is now a part of the Foundation.

Committee Questions:

COMMITTEE RECOMMENDATION:

Motion: X

Individual Action:

Information:

Required Time:

- (b) Non-Voting Membership. The Chief Marketing and Communications Officer, the Chief Executive Officer of the Palomar Pomerado Health Foundation, the Director HealthSource, the Director Marketing and Public Relations, a nurse representative and a representative of each District Auxiliary, as approved by the Committee Chairperson.

Deleted: Community Outreach Director,

- (c) Duties. The duties of the Committee shall include but are not limited to:

- (i) Review and make recommendations to the Board regarding the District's community relations and outreach activities, including marketing, community education and wellness activities;
- (ii) Review marketing policies to ensure that they support the District's mission and goals. Such policies shall include market research, specific and marketing program planning and development, and internal and external communications. The Committee shall report its review of such policies to the Board on a regular basis;
- (iii) Serve as Board liaison to the Foundation and annually review, recommend and prioritize capital projects and contemplated funding requests to the Foundation's Board of Directors, and review annual reports from the Foundation regarding donations and projects funded during the previous year;
- (iv) Review annually those policies within the Committee's purview and report the results of such review to the Governance Committee. Such reports shall include recommendations regarding the modification of existing, or creation of new, policies;
- (v) Advise the Board on issues relating to health care advisory councils and District grant procurements;
- (vi) Undertake planning regarding the District's community relations and outreach activities, including marketing, community education and wellness activities; and
- (vii) Perform such other duties as may be assigned by the Board.

6.2.7 Audit and Compliance Committee.

- (a) Voting Membership. The Audit Committee shall consist of no more than three members of the Board and one alternate. The alternate shall attend Committee meetings and enjoy voting rights only in the absence of a voting Committee member.

Deleted: JULY 14

- (b) Non-Voting Membership. The Chief Marketing and Communications Officer, the Chief Executive Officer of the Palomar Pomerado Health Foundation, the Director HealthSource, the Director Marketing and Public Relations, a nurse representative and a representative of each District Auxiliary, as approved by the Committee Chairperson.
- (c) Duties. The duties of the Committee shall include but are not limited to:
 - (i) Review and make recommendations to the Board regarding the District's community relations and outreach activities, including marketing, community education and wellness activities;
 - (ii) Review marketing policies to ensure that they support the District's mission and goals. Such policies shall include market research, specific and marketing program planning and development, and internal and external communications. The Committee shall report its review of such policies to the Board on a regular basis;
 - (iii) Serve as Board liaison to the Foundation and annually review, recommend and prioritize capital projects and contemplated funding requests to the Foundation's Board of Directors, and review annual reports from the Foundation regarding donations and projects funded during the previous year;
 - (iv) Review annually those policies within the Committee's purview and report the results of such review to the Governance Committee. Such reports shall include recommendations regarding the modification of existing, or creation of new, policies;
 - (v) Advise the Board on issues relating to health care advisory councils and District grant procurements;
 - (vi) Undertake planning regarding the District's community relations and outreach activities, including marketing, community education and wellness activities; and
 - (vii) Perform such other duties as may be assigned by the Board.

6.2.7 Audit and Compliance Committee.

- (a) Voting Membership. The Audit Committee shall consist of no more than three members of the Board and one alternate. The alternate shall attend Committee meetings and enjoy voting rights only in the absence of a voting Committee member.

PPH Board Subcommittee Activity Summary

August 2008

Community Relations – August 15

INFORMATION ITEMS:

CRM and New Mover's Campaign was presented.

Strategic Media Relations – Andy Hoang updated the Committee on the Media report “Measuring Success” which included Print Coverage Column Inches and Media Value for the months of June and July 2008. He also updated the Committee on media planning, placement and relationships.

Service Line Marketing and Physician Development – Gustavo Friederichsen and Janet Gennoe Klitzner presented on expanded marketing efforts designed to promote service lines and increase revenue.

Monthly Reports – Monthly reports were presented, including Marketing/Public Relations, HealthSource, Community Outreach, and Media Relations for the months of June and July, 2008.

Facilities and Grounds – August 11

Finance Committee – August 26

ACTION ITEMS:

Physician Agreements: Recommended approval of following as presented:

Physician Recruitment Agreement with Stephanie Iem, D.O., to establish a Family Practice in the Escondido office of Dr. Stanley Weinberg, with an effective date of October 2008, to begin her practice.

Two-year [October 1, 2008 through September 30, 2010] Physician Advisor Agreement with Stephen F. Signer, M.D., for Physician Advisor oversight of all PPH Behavioral Health Services.

July 2008 and YTD FY2009 Financial Report: Utilizing the standard Financial Reporting Packet, reviewed July financial performance, with a \$2.1 million bottom line net income for the month, including operating income of \$866K, which exceeded budget by \$180K. Recommended approval as presented.

Negotiations for Property: Recommended that Negotiator be instructed to continue negotiations with Sellers for the purchase of the property located at 151-155 E. Valley Boulevard, Escondido, CA, with terms to be consistent with the Letter of Intent and based on appraised value; and that Negotiator also be authorized to utilize a §1033 acquisition/friendly condemnation and proceed to enact the transaction on a quick-time basis, including associated and reasonable costs thereof.

INFORMATION ITEMS:

Bond Issuance: Acknowledged a verbal update on the timeline for the due diligence authorized at the August 11, 2008, Board meeting for: a) A restructuring strategy for the 2006 Auction Rate Securities (ARS); and, b) The issuance of General Obligation (GO) Bonds in 2008.

Governance Committee – August 19

ACTION ITEMS:

- **Bylaws Discussion** – Janine Sarti was requested to look at language in the bylaws for wording clarification. The Governance Committee agreed that discussion of the bylaws should take place with the full Board. Board Chair, Bruce Krider will call for a special meeting of the full Board.
- **Conflict of Interest Policies** – Janine Sarti reported that she had reviewed Gov 3 Conflict of Interest; Gov 29 Compliance Program and Gov 14 Code of Ethics. Chairman Greer recommended that Gov 29 be reviewed at the ad hoc committee meeting. An investigation of Gov 3 and Gov 14 will be undertaken through the Compliance Program.

INFORMATION ITEMS:

- **The Audit and Compliance Charter** - will be reviewed by the ad hoc committee established to work out objectives of an organizational communication relationship with the Board.
- **Status of District Structure** – will be reviewed by the ad hoc committee established to work out objectives of an organizational communication relationship with the Board.
- **Hotline Functions** – one call was received on the Compliance Hot Line in the past month. Chairman Greer requested that the committee be provided with a quarterly update in regard to the Compliance Hotline.

- **Pending Discussion** – Decision Tree Protocol and Board Goals will be discussed at a later time.

Human Resources Committee – August 12

INFORMATION ITEMS:

- **Wellness Committee** - Russ Riehl presented information on the Wellness Committee which is chaired by Sheila Brown, FACHE. Members on the committee are comprised of management and staff from across the health system. Russ provided details on the employee health survey that began on July 1, 2005, conducted by PMC Employee Health; 643 employees surveyed. Data collected included: age, reported weight, measured weight, BMI, height, male, female. Percentages were provided for elevated risk scores of those employees participating in the Health Risk Assessment relating to: blood pressure, total cholesterol, diabetes, fitness, nutrition, heart health. Outcomes will be measured using data relating to: employee participation, incentive distribution, HRA data trends. Goal is to reduce Workman's Comp.
- **Benefits Survey** - Brenda Turner provided a brief background on the benefits survey which is available on the HR Intranet page. 734 employees participated in a six-week timeframe; target figure to complete the survey was 300. Survey information included: Length of PPH employment, gender, satisfaction with benefits offered, how PPH benefits compare to previous employers, rank of importance of benefits currently offered, additional benefits they would like to have, do pph medical/dental meet your needs, how often does the employee review their benefits package, where employees receive their benefit information, how employees would like to receive benefits information, do employees understand their benefits enough to use them effectively. Incentive was a weekly drawing for a \$25 gift certificate for participating in the survey.
- **Transportation Strategy** - Nancy Bassett requested a strategy for transportation. Brenda Turner reported that a van pool is currently available for PPH employees and receives a \$100 gas card. Only one pool is currently operating at PMC. There is a possibility of developing an Intranet site for employees wanting to carpool, or begin a new van pool to connect with each other. Employees are using the Sprinter and then walk to the Centre for the Arts to catch the shuttle to PMC. A suggestion was made to expand shuttle service to the Sprinter stop site which would be approximately 4 trips for the shuttle. A bus does go to the Sprinter stop and the first stop is PMC (a pass is necessary). 10% of our employees commute from Temecula is a major concern. Car pools involving employees from other companies in the area is an option. Transportation options continue to be researched.

- **Retention Rates** - Brenda Turner provided information on retention rates are measured quarterly. Brenda shared that the 90-day retention was showing a downward turn. A new tool (HSI survey) used during the interview process seems to be helping. Recent reports show an upward trend. HR staff will begin sitting with PPH managers/Directors to assist them with hiring techniques to help with retention rates.

Internal Audit Committee – August 19

INFORMATION ITEMS:

- **Internal Audit & Compliance organizational structure-best practices** were discussed. A board ad-hoc committee has been formed to make recommendations to the BOD on best practices.
- **Status of the Compliance Department** the interview process that is underway to fill the Director of Corporate Compliance position was reviewed.
- **Conflict of Interest Statements** completed by PPH employees was discussed. It was determined that none of the reported information rises to the level of a conflict or concern for PPH.
- **Audit Department staff reduction & Audit Project status** was reported, including itemization of projects that are completed, in process, and in-the-planning-stage. The continuous monitoring application process was also explained, which moves the ability for department self-monitoring to the manager level.
- **Fiscal Year-End Audit** information was shared by Deloitte & Touche. The process is going very well and is on schedule to meet deadlines.
- **Status of Revenue Cycle** was requested to be placed on the agenda for the September 16, 2008 committee meeting.

Quality Review Committee – No Meeting in August

Strategic Planning - No Meeting in August