

**CGH BOARD OF DIRECTORS
EXECUTIVE COMMITTEE
December 21, 2017**

CALL TO ORDER & ATTENDEES – A meeting of the Board Executive Committee was called to order at 0731 on Thursday, December 21, 2017, 2017, in the 4th Floor Admin Conference Room. Members present were Mr. Moore, Dr. McGlone, Mr. VanOsdol, and Mrs. Rasmussen. Also present was Dr. Steinke.

CEO Goals Dashboard

The CEO Goals Dashboard was reviewed and discussed. Improvements and meeting of the goals was noted in most areas except the Total Margin Goal. Other projects off the dashboard included the community mental health strategy, production formulas for CRNAs and Anesthesiologists (goal would be early in 2018 for the Anesthesiologists), Fraternalization Policy development, and timeline for Long Range Facilities Plan were discussed. The Employee Satisfaction Survey was completed in November.

Capital Requests

Requests for approval to purchase at a cost not to exceed \$255,202.50 the following capital items was discussed and unanimously approved:

- GE Vivid iqv202 Portable Ultrasound Unit
- GE Vivid E90 v202 Cardiovascular Ultrasound (Echo) Units (x2)

Annual Review of Employed Physician's Compensation

The Employed Physician's RVU Production Formula was discussed and reviewed. Physicians who are paid outside of the Production Formula were also reviewed and discussed in detail.

Physician Sexual Harassment Training

In light of recent things in the news, Sexual Harassment Training will be done with the medical staff at the next Quarterly Medical Staff Meeting. The Fraternalization Policy will also be reviewed with them.

Tampico Clinic

The future of the Tampico Clinic was discussed. CGH's numbers have dipped considerably since Dr. Shah's retirement and we wonder if it can continue to be supported. Further market share data will be analyzed and brought to the Board for discussion.

Real Estate Discussion

CGH has embraced a strategy of purchasing nearby land that may come up for sale from time-to-time in order to allow for future expansion. A piece of property has recently fit that criteria and it was discussed.

Ideas for CEO Evaluation

In an effort to revamp and update the CEO Evaluation process, alternative methods were discussed. A form provided by HR was discussed at the meeting. This will need further discussion with the Board.

Other

A few HR/employment items were discussed.

There being no further business, the meeting adjourned around 0930.

Respectfully,

Attest:

Paul G. Steinke, D.O.
President & CEO

Andy Moore
Board Chair