

Cascade Medical Center Board Minutes

May 27, 2025

CMC Conference Room/Zoom

12:00 pm – 2:00 pm

Trustees present in person: Rachel Smith, Jacque Zemlicka, Tom Watson, and Lesa Becker

Trustees attending remotely via Zoom: None

Members absent and excused: David Gough, Michael Drury and David Croshaw

Others present: Tom Reinhardt, Sarah Hasbrouck, Teri Coombs, Craig Trumbull.

Call to Order: Meeting called to order by Rachel Smith at 12:03PM.

Rachel Smith stated that the posting of today's meeting agenda complied with Idaho Open Meeting Laws, noting that the agenda was posted at the Cascade Post Office, the two East entrances of Cascade Medical Center, as well as on CMC's website by May 23, 2025.

Mission Moment:

Tom shared patient feedback from a recent patient's ER experience, which he received via email following the patient's completion of our new Press Ganey ER survey services. The patient was complimentary of the excellent care, kindness and compassion of our ER, Lab, Radiology staff.

Jacque also shared feedback she received from a community member that knew she was on the Board. She stated that the patient shared their PCP (non-CMC) was appreciative of the report they received electronically on her care received at CMC.

Approval of Agenda:

Rachel Smith asked if there were any updates to the agenda. Tom asked that agenda item number 2) Swearing In Elected Board Members – Vice Chair; be pushed to the end of the meeting. Lesa Becker made a motion to approve the agenda as modified; Tom Watson seconded this motion. All members were in favor, motion passed.

2. Swear In Elected Board Members – Vice Chair (delayed to the end of the meeting per the motion approving the agenda)

Lesha shared a quote close to her heart from Peter Senge. She asked Tom Watson and Rachel Smith to stand and agree to the Oath of Office as she read it. Both members expressed understanding of the Oath of Office and swore to uphold it to the best of their abilities. Signed copies of the Oath of Office were obtained and recorded within the records at Cascade Medical Center.

3. Public Comment

There was no public comment during the May 2025 meeting.

4. Consent Agenda:

- a) Approval of the Minutes of the April 2025 BOT meeting.

- b) May Medical Staff Minutes & April Utilization Report
- c) April Financial Report

The members of the board reviewed the consent agenda items for additional discussion. Hearing that no items needing to be withdrawn from the Consent Agenda for further discussion, Rachel Smith adopted the items within the Consent Agenda.

5. New Business

Geothermal Potential for Cascade and CMC

Representatives working with the City of Cascade provided a brief overview of the plan for a city-wide, geothermal heating and cooling district, which would connect the current geothermal wells to allow for anyone within the area of the wells the ability to connect and benefit from this service. The City of Cascade will need to proceed with testing the Wellington Well to establish capacity, as well as gain historical heating and cooling data relating to the costs for the hospital to see if the hospital district would benefit from this proposed project. Tom Reinhardt will be the point of contact to gather data. This project is in the initial development stages, with the plan proposal due September 2026.

FY25 Budgeted Wage Increase Adjustment

Tom shared data for the members of the Board to consider increasing the currently budgeted 2% annual wage increase to 2.3% to match CPI. Jacque shared that the Finance Committee discussed this and considered a 2.5% increase. Members of the Board discussed the importance of employees feeling valued by this decision and supported by the members of the Board. Tom Watson made a motion to approve a 2.5% increase to the annual wages for all non-contract and eligible employed staff effective June 1st, 2025. Lesa Becker seconded the motion. All members were in favor, motion passed.

6. Old Business

Stibnite Mine Clinic

Tom shared that the project is delayed until October 1st at the earliest, but work continues to progress in partnership with Perpetua, in establishing a clinic at the Stibnite mine site.

Epic Implementation Status

Tom shared that the Epic implementation is on schedule and a decision will be made to include or remove the Physical Therapy department from the Epic project.

Donnelly Physical Therapy

Tom shared that Donnelly Physical Therapy has been delayed to at least July 1st due to REH conversion credentialing issues. Work is being done with Noridian to resolve their questions and the work processes.

Other Leadership Updates

Murdock Foundation site visit occurred on April 25th. David Gough was on hand to participate in the tour and answer questions.

Blue Cross of Idaho Foundation had a site visit on April 29th, commenting on how different rural healthcare was to urban healthcare. This was for the grant closure of improving health equity within our region. The current Blue Cross of Idaho Foundation grant has contributed to both the transportation program, as well as funding the community health worker.

InstyMeds has successfully moved to Donnelly and is being utilized.

Tom invited the members of the Board to the annual campus clean up on June 18th at 4pm. There will be a BBQ and bounce house for employees and their family members who participate.

7. Committee Reports:

Quality Assurance, Performance Improvement and Compliance Committee:

Members:

Aline Lee, Chairperson
Lesa Becker
David Gough
Tom Watson
Aline Lee
Tom Reinhardt
Teri Coombs
Dr. Katie Camarata
Sylvia Kober
Brianna Haderlie

The Quality Assurance, Performance Improvement and Compliance Committee did not meet.

Finance Committee:

Members:

Michael Drury, Chairperson
David Croshaw
Jacque Zemlicka
Randy Kyrias
Tom Reinhardt

The Finance Committee did meet to discuss Tom's proposal for increasing the rate of wage increases, as well as the financials YTD.

Strategic Planning Committee:

Members:

David Gough
David Croshaw
Tom Reinhardt
Tom Watson
Karolyn Plehal
Mike Saunders
Charlie Gowing
Ann Young

The Strategic Planning Committee did not meet.

8. Executive Session:

An Executive Session was held not held during the May 2025 meeting.

10. Other/Next Steps:

Agenda Topics for Next Meeting

- Radiology Department Profile – Dr. Neuschwander impact on volumes
- Credentialing – Gem State Radiology and Reappointment of Katherine Ferguson
- Swear In Michael Drury if not done prior.

Meeting Evaluation

Short meeting. It would be nice to have confirmation of attendance in the future to know what members of the board will be absent.

Adjournment: Jacque Zemlicka made a motion to adjourn the meeting; Lesa Becker seconded this motion. All members are in favor, motion passes. Rachel Smith adjourned the meeting at 1:02pm.