

**THE METROHEALTH SYSTEM BOARD OF TRUSTEES  
RESOLUTIONS – MARCH 24, 2021**

<u>RESOLUTION DESCRIPTION</u>	<u>RESOLUTION NO.</u>
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Approval of 2021 Metrics for Performance Based Variable Compensation Plan	19433

Approval of Board Meeting Minutes, January 27, 2021

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RESOLUTION 19420

WHEREAS, the Board of Trustees of The MetroHealth System has been presented the minutes of the Regular Meeting of January 27, 2021 for approval; and

WHEREAS, no amendment to these Minutes have been recommended by the Trustees assembled.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approve the Minutes of the Regular Meeting of January 27, 2021, as presented.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hurwitz, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Hairston, Ms. Kirk, Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

New Trustees for The MetroHealth System  
Board of Trustees

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RESOLUTION 19421

WHEREAS, the members of The MetroHealth System's Board of Trustees are appointed by Appointing Authority established by the Ohio Revised Code; and

WHEREAS, MetroHealth has been advised that the Appointing Authority's appointment of a new Trustee, Inajo Davis Chappell, to be effective March 10, 2021; and

WHEREAS, the Board has reviewed this matter and the documentation received from the Appointing Authority with respect to the newly appointed Trustee;

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees hereby accepts the appointment of Inajo Davis Chappell and acknowledge and recognize her status as a member of this Board as of the effective date and for the term provided in the documentation provided by the Appointing Authority to MetroHealth.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

Approval and Acceptance of the 2020 Audit Report for the System's Annual Financial Statements  
presented by RSM

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RESOLUTION 19422

WHEREAS, the System's independent auditors, RSM, have prepared and presented to the Audit and Compliance Committee their 2020 Audit Report for the System's annual financial statements for the year ended December 31, 2020;

WHEREAS, RSM reviewed their Report with the Audit and Compliance Committee and discussed the conduct and scope of the audit and their work with management of the System; and

WHEREAS, the Audit and Compliance Committee of the Board of Trustees of The MetroHealth System has recommended that the Board of Trustees approve and accept the 2020 Audit Report for the System's annual financial statements presented by RSM.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves and accepts the 2020 Audit Report presented by RSM for the System's annual financial statements for the year ended December 31, 2020.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

Acceptance of the 2020 Results Compared to the 2020 Plan Measures and Goals and Acceptance of Achievements of Goals for the Performance Based Variable Compensation Program

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RESOLUTION 19423

WHEREAS, the Board of Trustees of The MetroHealth System has previously approved the Performance Based Variable Compensation plan for senior leadership (the “Plan”) and the Plan performance metrics for 2020;

WHEREAS, the Audit and Compliance Committee of the Board of Trustees of The MetroHealth System has recommended that the Board of Trustees accept and acknowledge the System’s 2020 results as compared with the 2020 metrics and the achievement of the goals for the 2020 Performance Based Variable Compensation Program; and

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation to approve the achievements for the 2020 Plan performance metrics.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the achievements for the System’s 2020 performance results as compared to the 2020 Plan Measures and Goals previously adopted by the Board; and

BE IT FURTHER RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the achievements for the System’s 2020 performance results as compared to the 2020 Plan Measures and Goals previously adopted by the Board, as verified by the final 2020 Net Operating Income through the finalization of the System’s audited financial statements; and

BE IT FURTHER RESOLVED, the President and Chief Executive Officer, or his designee, are hereby authorized to take necessary actions consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

## **Attachment A**

This Attachment contains trade secrets and/or other proprietary confidential information of The MetroHealth System which shall not be disclosed in whole or in part to any external parties without the express consent of The MetroHealth System. This document is intended for internal use only.

Approval to Further Amend the Agreement with Turner Construction Company as the  
Construction Manager at Risk for Campus Transformation to Revise the  
Guaranteed Maximum Price

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RESOLUTION 19424

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation to further amend the current agreement with Turner Construction Company as the Construction Manager at Risk for the Campus Transformation project (the "Project") to revise the Guaranteed Maximum Price ("GMP") for the New Hospital Tower and Central Utility Plant ("CUP"); and

WHEREAS, the Board's Facilities and Space Committee has reviewed this recommendation and now recommends its approval.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the further amendment of the agreement with Turner Construction Company to provide additional Project construction services. The total fees for the additional work shall not exceed \$24,778,450 for a total amended agreement amount not to exceed \$529,363,717 to be paid out of capital funds previously approved through Board Resolution 19088.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer or his designees are hereby authorized to negotiate and execute agreements and other documents consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

Approval to Amend the Architectural Services Agreement of LaBella Associates for  
Improvements to the System's Old Brooklyn Campus

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RESOLUTION 19425

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation to amend the Architectural Services Agreement with LaBella Associates for renovation work at the System's Old Brooklyn Campus (the "Project"); and

WHEREAS, the Board's Facilities and Space Committee has reviewed this recommendation and now recommends its approval.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the amendment of the Architectural Services Agreement with LaBella Associates to provide additional services for the Project. The total fees for this additional work shall not exceed \$14,650 for total fees not to exceed \$1,699,650, including reimbursables to be paid out of capital funds previously approved through Board Resolution 19360.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer or his designees are hereby authorized to negotiate and execute agreements and other documents consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021



Approval to Amend the Construction Manager at Risk Agreement with  
Gilbane Building Company for Improvements to the System's Old Brooklyn Campus

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RESOLUTION 19426

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation to amend the current agreement with Gilbane Building Company as the Construction Manager at Risk for the System's Old Brooklyn Campus (the "Project"); and

WHEREAS, the Board's Facilities and Space Committee has reviewed this recommendation and now recommends its approval.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the amendment of the agreement with Gilbane Building Company as Construction Manager at Risk to provide additional services. The total fees for this additional work shall not exceed \$467,518 for a total amended agreement amount not to exceed \$6,814,856 to be paid out of capital funds previously approved through Board Resolutions 19348 and 19349.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer or his designees are hereby authorized to negotiate and execute agreements and other documents consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

Approval of Selection of Pre-Authorized Professionals

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RESOLUTION 19427

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation for appointment of certain Pre-Authorized Professionals consistent with System policy GEN-88; and

WHEREAS, the Board's Facilities and Space Committee has reviewed this recommendation and now recommends its approval.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves certain Pre-Authorized Professionals consistent with System policy GEN-88, for services to be provided during the period of April 1, 2021, through April 30, 2022, with aggregate costs not to exceed \$50,000 per assigned project per Professional. The fees for the Pre-Authorized Professionals will be paid out of available and authorized operating and capital funds as needed. The list of Pre-Authorized Professionals is shown in the attached Exhibit A.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer is hereby authorized to negotiate and execute agreements and other documents consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

## Exhibit A

2021

### PRE-AUTHORIZED QUALIFIED PROFESSIONAL SERVICE FIRMS

#### Architectural/Engineering

ACER Environmental, Inc.  
Barber & Hoffman, Inc.  
Behnke Associates, Inc. DBA Behnke Landscape Architecture  
Bialosky Cleveland  
Bostwick Design Partnership  
CBLH Design  
City Architecture  
Cosmos Technologies, Inc.  
CTL Engineering, Inc.  
DESMAN INC.  
DLR Group  
DS Architecture  
EA Group  
EBA, Inc  
ECS Midwest, LLC/Solar Testing Laboratories, Inc.  
Environmental Design Group  
FMMPA JV LLC  
Fulton & Associates  
H. F. Lenz Co.  
Hasenstab Architects, Inc.  
HEAPY  
IKM Architecture  
Kaczmar architects incorporated  
Karpinski Engineering  
LaBella Associates  
levelHEADS, Inc.  
Makovich & Pusti Architects, Inc.  
McHenry & Associates, Inc.  
Metropolitan Architecture Studio  
Moody Nolan, Inc.  
Osborn Engineering  
Partners Environmental Consulting, Inc.  
Perspectus Architecture, LLC  
Poulos + Schmid Design Group, Inc.  
PRIME AE Group, Inc.  
Professional Service Industries (PSI)  
PTA Engineering, Inc.  
R.E. Warner & Associates, Inc.  
R.K. Levitz LLC  
Robert P. Madison International, Inc.  
Stantec  
Tec Inc. Engineering & Design  
TURNER ARCHITECTS + ASSOCIATES, LLC  
Van Auken Akins Architects LLC

#### Specialty Services

Brockman Designs, LLC.  
Concord Addis, LLC.  
G. Stephens, Inc.  
Industrial First, Inc.  
Juice Technologies Inc., DBA Plug Smart  
Konsentriks LLC  
Life Safety Enterprises Inc.  
M.W. Holmes Construction, Inc.  
NV5  
Ozanne Construction Company, Inc.  
PCS & Estimate, LLC.  
R. Phillips and Associates (RPA)  
Regency Construction Services, Inc.  
Richards Communications  
Summit Construction Company LLC  
The AKA Team, Inc.  
The Albert M. Higley Co.  
THP Limited, Inc.  
Wiss, Janney, Elstner Associates, Inc.

Approval of Claim Settlement

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RESOLUTION 19428

WHEREAS, the Board of Trustees of The MetroHealth System has been advised of a certain claim against The MetroHealth System involving a lawsuit;

WHEREAS, the Board has reviewed this claim and proposed settlement and now recommends its approval;

WHEREAS, the Board authorizes and ratifies settlement of said claim in amount not to exceed the maximum limits as set forth below:

Claim Identification	Maximum Settlement
No. 19-01-0917	\$660,000.00

WHEREAS, this authorization does not admit liability but expressly denies the same, and negotiation of a settlement is authorized only in compromise of a disputed matter and in order to avoid the concerns and expense of further investigation and litigation.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby authorizes and ratifies settlement of the claim against the amount set forth above, to be paid from operations and to be submitted for reimbursement by Select Assurance Captive LLC.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

Approval of Claim Settlement

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RESOLUTION 19429

WHEREAS, the Board of Trustees of The MetroHealth System has been advised of a certain claim against The MetroHealth System involving a lawsuit;

WHEREAS, the Board has reviewed this claim and proposed settlement and now recommends its approval;

WHEREAS, the Board authorizes and ratifies settlement of said claim in amount not to exceed the maximum limits as set forth below:

Claim Identification	Maximum Settlement
No. 19-29-1218	\$500,000.00

WHEREAS, this authorization does not admit liability but expressly denies the same, and negotiation of a settlement is authorized only in compromise of a disputed matter and in order to avoid the concerns and expense of further investigation and litigation.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby authorizes and ratifies settlement of the claim against the amount set forth above, to be paid from operations and to be submitted for reimbursement by Select Assurance Captive LLC.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

Approval of Certain Core Terms of a Collective Bargaining Agreement With  
Fraternal Order of Police

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RESOLUTION 19430

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation for approval of certain core terms for an initial Collective Bargaining Agreement between MetroHealth and Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), expiring August 31, 2022, regarding the unit of Dispatchers in MetroHealth's Department of Public Safety; and

WHEREAS, the Board's Legal and Government Relations Committee has reviewed this recommendation and now recommends its approval.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves certain core terms for an initial Collective Bargaining Agreement between MetroHealth and FOP for the purpose of finalizing negotiations and executing contract documents. The core terms are set forth in Attachment A.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer, or his designee, are hereby authorized to take necessary actions consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

**Attachment A**  
Core Terms for an Initial Collective Bargaining Agreement  
Between The MetroHealth System and Fraternal Order of Police, Ohio Labor Council, Inc.  
("FOP")

**Economic Terms**

- Wages:
  - Increase of Dispatcher hourly rate to \$21.00, effective as of CBA ratification (anticipated March 24, 2021) (increase comprised of 2.5% increase with market adjustment to \$21.00)
  - Effective September 1, 2021: 2.0% increase
- \$200 annual uniform allowance
- Other economic terms aligned with MetroHealth's current CBA with Ohio Patrolmen's Benevolent Association ("OPBA")
- Healthcare/insurance/benefits terms aligned with current OPBA CBA
- Arbitration fees will be split between FOP and MetroHealth

**Operational Terms**

- Flexibility to continue or modify current 10-hour shift scheduling
- No shift bidding. Upon management approval, existing employees can change their shift assignment through trade or when a vacancy opens
- Other operational terms generally aligned with current OPBA CBA

Approval of the Continued Engagement of Speire Healthcare Strategies  
as Consultants for the System

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RESOLUTION 19431

WHEREAS, the Board of Trustees of The MetroHealth System has been presented a recommendation for the continued on-going engagement of Speire Healthcare Strategies as consultants for the System's Medicaid and State 340B government relations activities; and

WHEREAS, the Board's Legal and Government Relations Committee has reviewed this recommendation and now recommends its approval.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the continued on-going engagement of Speire Healthcare Strategies as consultants for the System's Medicaid and State 340B government relations activities, for additional costs not to exceed \$320,000, for the period between April 2021 – December 2023, for a total amount of fees not to exceed \$810,000 plus reasonable out-of-pocket expenses, to be paid out of general operating funds.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer is hereby authorized to negotiate and execute agreements and other documents consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021



Approval of Medical Staff Providers Appointments, Actions and Reappointments  
March 2021

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RESOLUTION 19432

**The following Appointments to The MetroHealth System Medical Staff will be reviewed by the  
Credentials Committee on January 26, 2021. The appointments will then be reviewed and accepted  
by the Medical Executive Committee on February 12, 2021.**

**Active**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
ElShebiny, Tarek, DDS	Dental Medicine	Oral Health	1/27/2021

**Associate**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Green, Morgan, PA-C	Surgery	Trauma/Burn/Critical Care	1/27/2021
Santho, Allison, PA-C	Surgery	Trauma/Burn/Critical Care	1/27/2021
Lenehan, Mary Grace, PA-C	Orthopaedics		1/27/2021
Peterson, Sabrina, CAA	Anesthesiology		1/27/2021

**Privileged Non-Member**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Bahniwal, Charanjit, MD	Anesthesiology		1/27/2021
Burnsides, Christopher, DO	Emergency Medicine		1/27/2021
*Hall, Roy, MD	Anesthesiology		1/25/2021
Iravani, Mohammad, PA-C	Emergency Medicine		1/27/2021
Mamah, Catherine, MD	Neurology		1/27/2021
*Lindheim, Nora, MD	Medicine	Internal Medicine	1/11/2021
Robinson, Paul, PA-C	Emergency Medicine		1/27/2021
Rosenfeld, Anna., MD	Anesthesiology		1/27/2021
Santhappa, Shelia, MD	Neurology		1/27/2021

Non reviewable list-Clean files

**Privileged Non-Member**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Ratti, Nicole, LPCC	Psychiatry	Social Work	1/27/2021
Rivera, R.J., LISW	Psychiatry	Social Work	1/27/2021

\*Provider previously approved by email vote.

**The following actions to The MetroHealth System Medical Staff will be reviewed by the Credentials Committee on January 26, 2021. The Actions will then be reviewed by the Medical Executive Committee on February 12, 2021.**

**Resignations**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>End Date</i>
Allen, Bradley, MD	Emergency Medicine	Life Flight	9/13/2019-R
Bogan, Kristi, MD	Pediatrics		9/30/2020-R
Cowan, Dale, MD	Medicine	Hematology/Oncology	12/31/2020-CT
Cutler, Nathan, MD	Surgery	Ophthalmology	1/4/2021-CT
Dimeling, George, MD	Surgery	Cardiothoracic	12/4/2020-CT
Franta, Patricia, CNP	Medicine	Internal Medicine	1/5/2021-RT
Garibay, Jorge, MD	OB/GYN		12/23/2020-RL
Gelehrter, George, MD	Medicine	Palliative Care	1/13/2021-RT
Hackley, James, OD	Surgery	Ophthalmology	12/23/2020-RL
Maier, Christina, DO	Emergency Medicine		1/4/2021-R
Selig, William, CNP	Family Medicine	Express Care	1/26/2021-RL
Tjan, Allison, PA-C	Surgery	Cardiothoracic	1/20/2021-R
Sweeney, Jean, CNP	Medicine	Cardiology	1/8/2021-R

**Staff Category Change**

<i>Name</i>	<i>Category From</i>	<i>Category To</i>	<i>Date</i>
Wagner, Karl, MD	Active	Privileged Non-Member	12/27/2020

**Department Change**

<i>Name</i>	<i>Department From</i>	<i>Department To</i>	<i>Date</i>
Dacek, Amanda, CNP	Trauma	Emergency Medicine	1/10/2021
Vosniak, Audrey, CNP	Emergency Medicine	Express Care	12/28/2021

**Additional Clinical Privileges**

<i>Name</i>	<i>Privileges Added</i>	<i>Date</i>
Placeway, Jared, DO	ITB Pump Management	1/18/2021
Kohn, Brittany, CNP	ITB Pump Management	1/18/2021

CC=Contract Complete, Fellowship Complete

R=Resigned

RL-Relocated

RT-Retired

ET-Employment Terminated

CT-Contract Terminated

**The following Appointments to The MetroHealth System Medical Staff will be reviewed by the Credentials Committee on February 23, 2021. The appointments will then be reviewed and accepted by the Medical Executive Committee on March 12, 2021.**

**Active**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Garcia, Jose, MD	OB/GYN		2/24/2021
McLaughlin, Beth, MD	Medicine	Palliative Medicine	2/24/2021

**Bioscientific**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Han, Xiaonan, PhD	Medicine	Research	3/1/2021
Wang, Zhishan, MD, PhD	Medicine	Research	3/1/2021
Yang, Chengfeng, PhD	Medicine	Research	3/1/2021

**Associate**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Ekers, Brooke, PA-C	Neurosurgery		2/24/2021
Murtz, Denise, CNP	Medicine	Hematology/Oncology	2/24/2021
O'Shea, Jodi, CNP	Geriatric Medicine		2/24/2021

**Privileged Non-Member**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Ambani, Ravi, MD	Surgery	Vascular Surgery	2/24/2021
Dent, Arlene, MD	Pediatrics	Infectious Disease	2/24/2021
Dirajlal-Fargo, DO	Pediatrics	Infectious Disease	2/24/2021
Dobbs, Katherine, MD	Pediatrics	Infectious Disease	2/24/2021
Krimpuri, Raman, MD	Psychiatry	Correctional Medicine	2/24/2021
Leonard, Ethan, MD	Pediatrics	Infectious Disease	2/24/2021
Mills, Robin, CNP	Psychiatry		2/24/2021
Singh, Sareena, MD	OB/GYN	Gynecology Oncology	2/24/2021
Terry, Shadina, CNP	Psychiatry		2/24/2021

Non reviewable list-Clean files

**Privileged Non-Member**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Start Date</i>
Shadrach, Eric, PT	PM&R		2/24/2021

**The following actions to The MetroHealth System Medical Staff will be reviewed by the Credentials Committee on February 23, 2021. The Actions will then be reviewed by the Medical Executive Committee on March 12, 2021.**

**Resignations**

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>End Date</i>
Bansal, Danesh, MD	Radiology		12/20/2020-R
Bell, Robert, PA-C	Emergency Medicine	Correctional Medicine	2/1/2021-ET
Bennett, Lauren, PA-C	Dermatology		2/12/2021-RL
Carter, Jay, MD	Emergency Medicine	Life Flight	2/15/2021-R
Herran, Maria, MD	Pediatrics		2/15/2021-R
Kelani, Kafilat, CNP	Medicine	Hospital Medicine	2/1/2021-R
Kelly, Ellen, PA-C	Surgery	Trauma Surgery	2/19/2021-RL
Mack, Sharon, CNP	Medicine	Cardiology	2/16/2021-R
Marquard, Michael, DO	Emergency Medicine		2/23/2021-R
Reodica, Alex, MD	Emergency Medicine		2/23/2021-R
Rizzo, Angelica, CRNA	Anesthesiology		2/18/2021-R
Rowbottom, Rosetta, MD	Medicine	Internal Medicine	2/23/2021-R
Ruhlin, Michael, MD	Emergency Medicine		2/23/2021-R
Stiffler, Kirk, MD	Emergency Medicine		2/23/2021-R
Syed, Aslam, MD	Medicine	Hospital Medicine	3/15/2020-R
Turgeon, Karen, MD	Emergency Medicine		2/23/2021-R

**Additional Clinical Privileges**

<i>Name</i>	<i>Privileges Added</i>	<i>Date</i>
Dean, Jason, CNP	Bone Marrow biopsy and aspirate privileges Blood draw privileges	2/23/2021

CC=Contract Complete, Fellowship Complete

R=Resigned

RL-Relocated

RT-Retired

ET-Employment Terminated

CT-Contract Terminated

### January 2021 Reappointments

**The following Appointments to the MetroHealth System Medical Staff will be reviewed by the Credentials Committee on January 26, 2021. The appointments will then be reviewed and accepted by the Medical Executive Committee on February 12, 2021**

Gary S. Clark, MD, MMM, CPE	Physical Medicine & Rehabilitation	
Lixin Cui, MD, Ph.D	Physical Medicine & Rehabilitation	
Felicia Fraser, Ph.D	Physical Medicine & Rehabilitation	Rehabilitation Psychology
Daniel Malkamaki, MD	Physical Medicine & Rehabilitation	
Antwon Morton, DO	Physical Medicine & Rehabilitation	
Kip Smith, Ph.D	Physical Medicine & Rehabilitation	Rehabilitation Psychology
Sarah E. Benuska, Ph.D	Psychiatry	
Shannon I. Cusack, LISW-S	Psychiatry	Social Work
Shira Fass, Ph.D	Psychiatry	
Michelle S. Fernandez, LISW-S	Psychiatry	Social Work
Ewald Horwath, MD	Psychiatry	
Katy A. Kekic, LISW-S	Psychiatry	Social Work
Swapnil Khurana, MD	Psychiatry	
Jane Martinez, LISW-S	Psychiatry	Social Work
Raman Marwaha, MD	Psychiatry	
Parvathi Nanjundiah, MD	Psychiatry	
Margaret C. Onyeukwu, APRN-CNP	Psychiatry	
Sheerli Ratner, Ph.D	Psychiatry	
William C. Baughman, MD	Radiology	
Erol M. Beytas, MD	Radiology	
Ignacio Chiong, MD	Radiology	
Christina C. Clemow, DO	Radiology	
Isaac Dahan, MD	Radiology	
James M. Kennen, DO	Radiology	
Tabassum Khowaja, MD	Radiology	
Michael P. McNamara, MD	Radiology	
Jeffrey W. Prescott, MD, Ph.D	Radiology	
Jill J. Schieda, MD	Radiology	
Lee H. Tseng, MD	Radiology	
James S. Williams, MD	Radiology	
Stephani F. Ackerman Werner, AuD.CCC-A, FAAA	Otolaryngology	Audiology
Steven M. Houser, MD	Otolaryngology	
Madeline Merkord, AuD.CCC-A	Otolaryngology	Audiology
Michael P. Starkey, AuD.CCC-A	Otolaryngology	Audiology
Caroline M. Abramovich, MD	Pathology	
Aarthi Rajkumar, MD	Medicine	Hematology/Oncology
Joseph K. Daprano, MD	Medicine/Pediatrics	
Lauren O. Gopal, DO	Medicine/Pediatrics	
Jolee H. Gregory, MD	Medicine/Pediatrics	Express Care
Lisa M. Torres, MD	Medicine/Pediatrics	
April L. Dusky, APRN-CNP	Neurosurgery	
Jonah Grossman, MD	Neurosurgery	
Michael L. Kelly, MD	Neurosurgery	
Michael D. Harrington, MD	Medicine	Palliative Care
Jagmeet S. Dhingra, MD	Medicine	Nephrology
Edward Horwitz, MD	Medicine	Nephrology
Maria J. Antonelli, MD	Medicine	Rheumatology
Ashley Sekhon, MD	Medicine	Radiation Oncology
Annette M. Kyprianou, MD	Medicine	Gastroenterology

**February 2021 Reappointments**

The following Appointments to the MetroHealth System Medical Staff will be reviewed by the Credentials Committee on February 23, 2021. The appointments will then be reviewed and accepted by the Medical Executive Committee on March 12, 2021.

Last Name	First Name	Degree	Department	Division
Allen	Carrie	CAA	Anesthesiology	
DeJoy	Samuel	DMD, MD	Anesthesiology	
Elias	Michael	CAA	Anesthesiology	
Harders	Maureen	MD	Anesthesiology	
Hoxha	Alma	MD	Anesthesiology	
Laurenty	David	PA-C	Anesthesiology	
Lebak	Kelly	MD	Anesthesiology	
Lowch-Sapola	Jessica	MD, MBA	Anesthesiology	
Loy	Maria	MD	Anesthesiology	
MacKay	Kara	CAA	Anesthesiology	
Singh	Maninder	MD	Anesthesiology	
Venna	Ranga	MD	Anesthesiology	
Zienkowski	Edward	APRN-CNP	Anesthesiology	Pre-Surgical Testing
Al-Mas hni	Laith	DDS	Dental Medicine	Oral Health
Clemow	Justin	DMD, MD	Dental Medicine	Oral & Maxillofacial Surgery
Copeland	Joi	DDS	Dental Medicine	Oral Health
Escovar	Daniel	DDS	Dental Medicine	Oral Health
Kathpalia	Ankita	DDS	Dental Medicine	Oral Health
Kozik	James	DDS	Dental Medicine	Oral Health
Martinez	Alan	DDS	Dental Medicine	Oral & Maxillofacial Surgery
Crowe	David	MD	Dermatology	
Dong-Kondas	Julie	MD	Dermatology	
Jaworsky	Christine	MD	Dermatology	
Kish	Louis	MD	Dermatology	
Rosenberg	Arlene	MD	Dermatology	
Somach	Stephen	MD	Dermatology	
Dodge	Emily	MD	Emergency Medicine	
Frommelt	Jonathan	MD	Emergency Medicine	
Goldblatt	Eric	MD	Emergency Medicine	Life Flight
Kapur	Rahi	MD	Emergency Medicine	
Low	Josef	MD	Emergency Medicine	Life Flight
Najarian	Sandra	MD, FACEP	Emergency Medicine	
Orabi	Lauren	MD	Emergency Medicine	
Petrie	Timothy	MD	Emergency Medicine	Life Flight
Phelan	Michael	MD	Emergency Medicine	
Piktel	Joseph	MD	Emergency Medicine	
Rataul	Manjot	MD	Emergency Medicine	
Roehrs	Matthew	DO	Emergency Medicine	
Schrock	Jon	MD, FACEP	Emergency Medicine	
Sigmund	Eric	APRN-CNP	Emergency Medicine	Correctional Medicine
Tallman	Thomas	DO	Emergency Medicine	Correctional Medicine
Tishman	Benjamin	DO	Emergency Medicine	Life Flight
Walker	Lyndsey	PA-C	Emergency Medicine	
Wallis	Nicole	MD, FACEP	Emergency Medicine	
Wilson	Lance	MD, FACEP	Emergency Medicine	
Ahuja	Payal	MD	Family Medicine	Express Care
Alexander	Christine	MD	Family Medicine	
Baites	Matthew	DO	Family Medicine	
Beachy	Rochelle	MD	Family Medicine	
Burns	Sara	APRN-CNP	Family Medicine	Express Care
Caballero	Ludy	APRN-CNP	Family Medicine	Express Care
Chagin	Daniel	MD	Family Medicine	
Chrisman-Khawam	Leanne	MD	Family Medicine	
Combs	Meaghan	MD, MPH	Family Medicine	
De Roia	Brooke	APRN-CNP	Family Medicine	
Downes	Sean	MD	Family Medicine	
Forde	Wayne	MD	Family Medicine	
Gordon	Deborah	APRN-CNP	Family Medicine	Correctional Medicine
Griggs	Jessica	DO	Family Medicine	
Hirokawa	Rie	MD	Family Medicine	
Kauffman	Erick	MD	Family Medicine	
Lowenthal	Rebecca	MD	Family Medicine	
Maier	Vanessa	MD, MPH	Family Medicine	
Masar	Sarah	APRN-CNP	Family Medicine	Express Care
Pahlajani	Geetu	MD	Family Medicine	
Raju	Nygi	MD	Family Medicine	
Reichsman	Ann	MD	Family Medicine	
Riley	Nicholas	MD, Ph.D	Family Medicine	
Sotymos	Komelia	MD	Family Medicine	
Stergis	Latasha	APRN-CNP	Family Medicine	
Stricker	Michael	PA-C	Family Medicine	Express Care

Tang	Xiaozhou	MD	Family Medicine	Express Care
Whited-Watson	Amber	DO	Family Medicine	
Dietz	Michelle	MD	Geriatric Medicine	
Gemechu	Fassil	MD	Geriatric Medicine	
Magoulias	Constance	MD	Geriatric Medicine	
Ahmad	Subhan	MD	Medicine	Hospital Medicine
Aneja	Ashish	MD	Medicine	Cardiology
Becker	Jeffery	MD	Medicine	Hospital Medicine
Carter	John	MD	Medicine	Pulmonary Medicine
Cater	Grace	MD	Medicine	Cardiology
Creamer	Johnbuck	MD	Medicine	Hospital Medicine
Farhat	Naim	MD	Medicine	Cardiology
Finton	Paula	MD	Medicine	Internal Medicine
Friedman	Darci	MD	Medicine	Internal Medicine
Haddad	Maryanne	DO	Medicine	Internal Medicine
Hecker	Michelle	MD	Medicine	Infectious Disease
Hodgson	John	MD	Medicine	Cardiology
Kim	Chang	MD	Medicine	Hospital Medicine
Krishnan	Vidya	MD	Medicine	Pulmonary Medicine
Kutoloski	Karen	DO	Medicine	Cardiology
Lemer	Raisa	MD	Medicine	Internal Medicine
Margolius	David	MD	Medicine	Internal Medicine
McLean	Shoghi	MD	Medicine	Hospital Medicine
Nemer	Michelle	MD	Medicine	Internal Medicine
Ramson	James	APRN-CNP	Medicine	Cardiology
Ricanati	Steven	MD	Medicine	Internal Medicine
Rosenberg	Jeffrey	MD	Medicine	Internal Medicine
Saul	James	MD	Medicine	Internal Medicine
Seeholzer	Eileen	MD	Medicine	Internal Medicine
Sroka	Ruth	APRN-CNP	Medicine	Hospital Medicine
Tarabichi	Yasir	MD	Medicine	Pulmonary Medicine
Teng	Kathryn	MD	Medicine	Internal Medicine
Arora	Kavita	MD, MBE	Obstetrics & Gynecology	
Caril	Sarah	MD	Obstetrics & Gynecology	
Pollard	Robert	MD	Obstetrics & Gynecology	
Ranzini	Angela	MD	Obstetrics & Gynecology	Maternal/Fetal Medicine
Shiber	Linda-Dalal	MD	Obstetrics & Gynecology	
Stetzer	Bradley	DO	Obstetrics & Gynecology	Maternal/Fetal Medicine
Belding	Jonathan	MD	Orthopaedics	
Grady	Angela	DPM	Orthopaedics	Podiatry
Hirschfeld	Adam	MD	Orthopaedics	
Levine	Ari	MD	Orthopaedics	
Pinauit	Gilles	MD	Orthopaedics	
Romeo	Nicholas	DO	Orthopaedics	
Shery	Nicholas	PA-C	Orthopaedics	
Vallier	Heather	MD	Orthopaedics	
Wozniak	Kathryn	PA-C	Orthopaedics	
Bement	Sarah	MD	Pediatrics	
Chotikanatis	Kobkul	MD	Pediatrics	Allergy/Immunology
Ghori	Abdulla	MD	Pediatrics	
Groh-Wargo	Sharon	Ph.D	Pediatrics	Neonatology
Kumar	Deepak	MD	Pediatrics	Neonatology
McElroy	Sarah	APRN-CNP	Pediatrics	
Morrow-White	Cheryl	MD	Pediatrics	
Platt-Houston	Candis	MD	Pediatrics	
Roy	Apama	MD	Pediatrics	Pediatric Critical Care
Saadeh	Wasim	MD	Pediatrics	
Traffis	Ashley	APRN-CNP	Pediatrics	Neonatology
Winfield	Anna	MD, MPH	Pediatrics	
Boudreau	Monique	PT	Physical Medicine & Rehabilitation	
Cornachione	Kelly	OT	Physical Medicine & Rehabilitation	
Akhrass	Rami	MD	Surgery	Cardiothoracic
Bala	Elisa	MD, MSc, MBA	Surgery	Ophthalmology
Claridge	Jeffrey	MD	Surgery	Trauma/Burn/Critical Care
Cotturo	Kerrie	CCP	Surgery	Cardiothoracic
Daneshgari	Firouz	MD, MBA	Surgery	Urology
Gatherwright	James	MD	Surgery	Plastic Surgery
Gill	Inderjit	MD	Surgery	Cardiothoracic
Kaufman	Bram	MD	Surgery	Plastic Surgery
Lengu	Ima	MD	Surgery	Urology
Li	Benjamin	MD	Surgery	Oncology
Majewski	Andrea	PA-C	Surgery	Trauma/Burn/Critical Care
Sears	Jonathan	MD	Surgery	Ophthalmology
Shaughnessy	Allysen	PA-C	Surgery	Trauma/Burn/Critical Care
Sika	Neil	OD	Surgery	Ophthalmology
Srivastava	Sunil	MD	Surgery	Ophthalmology
Times	Melissa	MD	Surgery	General Surgery
Tseng	Esther	MD	Surgery	Trauma/Burn/Critical Care
Yuan	Alex	MD	Surgery	Ophthalmology

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss,  
Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021



Approval of 2021 Metrics for Performance Based Variable Compensation Plan

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RESOLUTION 19433

WHEREAS, the Board of Trustees of The MetroHealth System has previously approved a Performance Based Variable Compensation plan for senior leadership (the “Plan”); and

WHEREAS, the President and Chief Executive Officer has presented the Board of Trustees of The MetroHealth System a recommendation for the approval of 2021 goals and performance metrics for the Plan.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approves the 2021 Plan Measures and Goals as described in the attachment hereto, to be utilized in connection with the overall compensation methodology. These metrics embody a balanced approach including financial, strategic, quality, community/consumer oriented, diversity, operational and innovation goals. No awards will be paid unless the System achieves the Adjusted EBIDA “trigger”, which will be calculated net of the Performance Based Variable Compensation awards.

BE IT FURTHER RESOLVED, the President and Chief Executive Officer is hereby authorized to negotiate and execute agreements and other documents consistent with this resolution.

AYES: Ms. Dee, Ms. Davis Chappell, Mr. Hairston, Mr. Hurwitz, Ms. Kirk, Mr. Moss, Dr. Silvers, Ms. Whiting

NAYS: None

ABSENT: Mr. Monnolly

ABSTAINED: None

DATE: March 24, 2021

## **Attachment A**

This Attachment contains trade secrets and/or other proprietary confidential information of The MetroHealth System which shall not be disclosed in whole or in part to any external parties without the express consent of The MetroHealth System. This document is intended for internal use only.