

The MetroHealth System Board of Trustees

HUMAN RESOURCES & COMPENSATION COMMITTEE MEETING

Date: Wednesday, September 25th, 2024

Time: 2:30-4:00pm

Zoom: <https://us02web.zoom.us/j/84696771215>

Meeting Minutes

Committee John Corlett-I, John Moss-I

Members:

Other Trustees: Maureen Dee-I, Sharon Dumas-I, Ronald Dziedzicki-I, Nancy Mendez-I, Michael Summers-I

Staff: Christine Alexander-I, Kelly Andolek-I, Chris Briddell-I, John Chae-R, Nabil Chehade-I, Corey Clay-I, William Dube-I, Joseph Golob-I, Derrick Hollings-I, Brian Johnson-I, William Lewis-I, Charles Modlin-I, Tamiyka Rose-I, Deborah Southerington-I, Nic Sukalac-R, Dalph Watson-I

Guests: John Gerak-R, Craig Strom-R

Mr. Corlett called the meeting to order at 2:33 pm, in accordance with Section 339.02(K) of the Ohio Revised Code.

The minutes are written in a format conforming to the printed meeting agenda for the convenience of correlation, recognizing that some of the items were discussed out of sequence.

I. Approval of Minutes

The minutes of the June 21, 2024, Human Resources & Compensation Committee meeting were unanimously approved as submitted.

A. 2024 System Goal Updates – D. Watson and Executive Domain Owners

- Ms. Watson reported on the 2024 system goals, highlighting the Metro Way Forward initiatives. This year aims for a \$35 million target, potentially improving projections to 1.40.
- Current projections are approximately 1.05, below the minimum. Successful initiatives may elevate metrics above this threshold.

B. 2024 System Goals Audit Process – D. Watson

- KPMG auditors reviewed the goals, each weighted with financial health being the most significant at 30%.
- Goal calculations use audited financial statements per GASB, with adjustments for:
 - Non-cash items needing stakeholder explanations (Moody's and S&P).
 - Board-approved non-recurring charges; specific items will be discussed with Mr. Moss.

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- Historical data shows unadjusted performance at 53.2%, exceeding the target, but inflation and economic adjustments may bring it back in line.
- The need for an internal auditor for 2025 goal planning was emphasized; Deloitte could assist without a competitive bid due to prior RFP responses.
- Potential delays may occur if EY reassesses goals and past KPMG evaluations.
- An alternative audit partner for 2024 and 2025 should be selected to ensure timely audits.
- The committee discussed the pros and cons of options, stressing the importance of a reliable audit partner familiar with the organization's goals.

C. 2025 System Goals Timeline – D. Watson

- The committee reviewed the timeline for setting 2025 goals, using last year's performance metrics as benchmarks with incremental improvements.
- Adjustments for inflation and economic trends are essential.
- Ms. Watson noted that while Metro's revenue accounts for inflation, total care costs will adjust for market conditions using diverse data sources. She also discussed unchanged quality, safety, and experience goals.
- Goals include eliminating preventable inpatient harms, with a current 10% improvement over last year.
- Patients experience scores, based on HCAPS and additional emergency and ambulatory measures, currently stand at 3.3, reflecting a 7.5% improvement.
- The People 1st Strategy target was 71%, but actual performance reached 77%. A survey will run from October 22 to November 15, with results in December.
- A quality metrics report indicated 9 out of 14 metrics are meeting or exceeding the baseline, aiming for at least 7 at target or maximum levels, with potential for 8 or 9.
- Metrics include diabetes A1C performance and breast cancer screening, calculated using Epic clinical data.
- Discussion included CSIP quality goals, noting strong performance across all metrics, particularly distinguishing between system-wide measures and those focused on Medicaid populations.

Mr. Corlett asked for a motion to move into executive session to discuss hospital trade secrets as defined in ORC 1333.61, to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee, and to conference with the public body's attorney to discuss disputes involving the public body that are the subject of pending or imminent court action.

Upon unanimous roll call vote, the Committee went into executive session to discuss such matters at 3:06 pm.

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Following executive session, the meeting reconvened in open session at approximately 4:12 p.m.

II. Recommendation/Resolution Approvals

A. Resolution for Approval of Compensation Adjustment for Acting CEO

Mr. Corlett requested a motion to approve the resolution for Approval of Compensation Adjustment for the Acting CEO. The motion, which was given and seconded, was unanimously approved, and will be presented to the full Board for approval.

With there being no other business to come before this committee; this meeting is adjourned at approximately 4:15 pm.