

Brookings Health System Board of Trustees

Minutes of Meeting

Monday, January 27, 2025

The Brookings Health System Board of Trustees held a meeting at the Brookings Hospital in the Board Room with the following members present: Lynn Darnall, Mary Anne Krogh (ph.), Sheila Anderson, Shelby Eischens, Tracy Greene, Dave Jones (ph.), and Don Greiner.

Ex-officio: Andrew Rasmussen and Dave Miller

Absent: David Meyer and Jenn Barlund,

Management Present: Jason Merkley, CEO; Tammy Hillestad, CNO; Melissa Wagner, CFO and Sheri Wiig, recorder

President Darnall called the meeting to order at 5:00 p.m.

INTRODUCTIONS

New board members, Shelby Eischens and Dave Jones, were introduced and welcomed, as well as County appointed ex-officio, Dave Miller.

AGENDA

A motion was made by Anderson, seconded by Greiner to approve the agenda. All present voted in favor; motion carried.

CONSENT AGENDA

A motion was made by Greene, seconded by Anderson to approve the following consent agenda items: December 16, 2024, Board of Trustees meeting minutes, revised Medical Staff Bylaws, November and Preliminary December 2024 financials, adjustments, and payables; total payables were \$2,461,192.81 for November and \$3,488,651.64 for December. All present voted in favor; motion carried.

STRATEGIC PLAN UPDATE

January is one of three months slated to provide the board with a periodic update on each of the pillars of success included in Brookings Health's 2023-2026 Strategic Plan. Management provided reports on current efforts that are underway within each pillar.

- People Pillar – Organizational Action Plan focusing on results of the recent employee pulse survey to gauge progress with implemented improvements. Impact has been positive.
- Quality Pillar – Review of new clinical quality measures implemented by CMS focusing on safe use of opioids and concurrent prescribing and total joint replacement patient outcomes. Also, continued prevention of healthcare acquired infections (HAI) specifically C. difficile.
- Service Pillar – Patient experience/satisfaction efforts focusing on performing better than NRC's overall rating of 75% utilizing the tactic AIDET (Acknowledge, Introduce, Duration, Explanation, Thank you) + the Promise to let the patient know everything possible is being done to improve their experience.
- Finance Pillar – Reviewed benefit of using cash on hand versus borrowing (due to high rates) for the Yorkshire Medical Building project as well as analyzing debt service coverage ratio, and age of plant accumulated/annualized depreciation.
- Growth Pillar – Northern Plains Health Network (NPHN) – update on goals and objectives of the LLC established in 2015.

INFORMATIONAL ITEMS

Articles of interest included: “Pride & Promise”, *Midwest Medical Edition*; “President Trump’s 1st-day healthcare moves: 7 things to know”, *Becker’s Hospital Review*; “The push and pull over prior authorization”, *Managed Healthcare Executive*; and “Medicare Advantage Changes on the Horizon”, *Healthcare Executive*.

REPORTS

Executive Reports

CEO Report

Merkley noted the employee appreciation event is being held February 28th and all members are invited to join health system staff for an evening of fun. Merkley also shared the legislative bill tracker, pointing out related house and senate bills being monitored by SDAHO’s (South Dakota Association of Healthcare Organizations) advocacy team.

CFO Report

Wagner highlighted a comparison of operating expenses between 2023 to 2024. Salaries and contract staffing are the largest expense items and areas with the most change were salaries and supplies.

CNO Report

Hillestad noted the impressive growth and quality of the obstetrics unit. 2024 ended with a record number of deliveries (397) in a year.

Board Committee Reports

Administrative Committee Meeting

President Darnall provided a report; the Administrative Committee met on January 21st. Topics of discussion included Yorkshire Medical Building, Workday/Epic, 2025 TeamShare Incentive, Medical Staff Bylaws, Strategic Plan Update, Education/Staff Presentations, County Commission – Dave Miller, and Security and Safety.

Finance Committee

Committee Chair Greiner provided a report; the Finance Committee met on January 21st. The committee reviewed and approved the payables, adjustments, and financials for November 2024 and preliminary financials for December 2024. Total salaries and wages were \$3,617,918 for November and \$3,453,738 for December. Other topics of discussion included Historical Overview and Cash Flow Update. The committee also reviewed the proposed 2025 TeamShare incentive finance goal and recommended board approval.

Quality Committee

Committee Chair Krogh provided a report; the Quality Committee met on January 21st. Topics of discussion included 2024 Organ & Tissue Donation Program, mPINC Award, DAISY Award program and 2025 Organizational Performance Improvement Projects. The committee also reviewed the Proposed 2025 Quality TeamShare Goal and recommended board approval.

NEW BUSINESS

FY25 TeamShare Incentive

TeamShare is Brookings Health System’s overall incentive program for the organization with new goals being established annually and combines two pillars of success: quality/service and finance. The Quality and Finance committees reviewed the FY25 TeamShare incentive tiers respectively and both recommend board approval.

A motion was made by Greiner to approve the proposed TeamShare Incentive Program as presented. Service/Quality incentive tiers will be set at 80%, 80.5%, 81%, and 81.5% and Finance tiers will be set at 5.32%, 5.70%, 6.08%, and 6.46%. The motion was seconded by Anderson. All present voted in favor; motion carried.

Annual Conflict of Interest Statement

Annual Conflict of Interest Statements were distributed. Members were asked to review, sign, and return them to Wiig.

Upon motion by Greene, second by Greiner, the meeting adjourned at 6:30 p.m. Motion carried unanimously.

Respectfully submitted,

Mary Anne Krogh, Secretary