

BOARD OF TRUSTEES MEETING
Special Board Meeting March 11, 2024

Present: Dorothy Briggs, President (via Zoom); Jamie Farnsworth, Secretary; LeAnn Kenagy, Treasurer; Connie James, Trustee (via Zoom); Karen Drost, Trustee; Nick Johnson, Trustee; Ann Slagle, Trustee

Absent:

Also Present: Randy Lindauer, Chief Executive Officer; Allison Gee, Lubnau Law Office (via Zoom)

Visitors: Charles Hall; Stephen Hartz; Thomas Steiner from H&H Leadership Solutions

Call to Order: Jamie Farnsworth called the meeting to order at 4:00 pm.

Quorum: LeAnn Kenagy declared a quorum to conduct the business of Weston County Hospital District.

DOROTHY BRIGGS MADE A MOTION TO GO INTO EXECUTIVE SESSION FOR ENGAGEMENT OF PROFESSIONAL PERSON AT 5:00 PM, LEANN KENAGY SECONDED AND THE MOTION PASSED.

The Board rejoined public session at 6:20 p.m.

Steven Hartz, Charles Hall, and Thomas Steiner of H&H Leadership Solutions, LLC introduced themselves and presented a proposal to bring on an Interim Chief Human Resources Officer, conduct an Operational Review, improve compliance resources and follow through, and provide Advisory Services to stabilize the clinic culture and mitigate organizational risk. Advisory services include team building, conflict resolution, and improving internal and external public relations. The Interim CHRO would build out a comprehensive assessment and improvement plan within the first 30 days and then begin implementation. The placement is estimated at 90 days, while a search for a permanent HR Director is ongoing.

The estimated CHRO cost is \$32,000 per month and includes reevaluation and implementation of an entire HR structure. The CHRO is a specialized individual experienced in completely redesigning HR systems.

A written report with recommendations following the Operational Review will be provided compared to industry standards following on-site visit.

The Advisory Solutions and Operational Review would be provided at a flat rate of \$45,000 for three months, payable at the rate of \$15,000 per month and would run in conjunction with the CHRO position.

Members of the Board had called references for H&H Leadership Solutions and their existing clients were satisfied with H&H Leadership Solutions service.

It was discussed that the CHRO would work on updating job descriptions, policies, performance reviews, and pay structure. This will be a commitment but is needed. Now that the CEO is not an employee of Monument, there is an opportunity to make change. It will be helpful to have an unbiased individual review the organization and make recommendations for improvement.

DOROTHY BRIGGS MADE THE MOTION TO HIRE H&H LEADERSHIP SOLUTIONS, LLC FOR THE SERVICES PROPOSED FOR THE ADVISORY SOLUTIONS AND OPERATIONAL REVIEW IN THE AMOUNT OF \$45,000. CONNIE JAMES SECONDED THE MOTION AND THE MOTION PASSED.

ANN SLAGEL MOVED TO APPROVE THE ENGAGEMENT OF AN INTERIM CHIEF HUMAN RESOURCES OFFICER IN AN AMOUNT NOT TO EXCEED \$108,000 WITH A 10% PLUS OR MINUS. DOROTHY BRIGGS SECONDED THE MOTION AND THE MOTION PASSED.

The CEO will be updated weekly. The Board Chair will have a bi-weekly meeting with the CEO and the entire Board will be updated at the Board meetings. The Board discussed holding an extra meeting per month for updates.

CONNIE JAMES MADE A MOTION TO ADJOURN. SECONDED BY NICK AND THE MOTION PASSED.

The Board meeting concluded at 6:59 p.m.