



BOARD OF DIRECTORS BOARD OF DIRECTORS

Anne Stokman, RN, President
Timothy Benefield, Vice-President
Becky Campo, Secretary
Luis Avila, Treasurer

PO Box 187, Patterson, CA 95363
Phone (209) 892-8781 Fax (209) 892-3755

BOARD OF DIRECTORS MEETING MINUTES
Monday, October 28, 2024 @ 6:00 PM

1. Call to order @ 6:02 PM by President, Anne Stokman

2. Pledge of Allegiance

3. Roll Call

Directors Present: President, Anne Stokman
Vice President, Timothy Benefield
Treasurer, Luis Avila
Secretary, Becky Campo

Staff Present: CEO, Karin Freese
Ambulance Director, Paul Willette
Health Center Manager, Suzie Benitez
Human Resources Manager, Robert Trefault
Board Clerk/District Executive Secretary, Jasmine Sanchez

District Legal Council: Dave Ritchie, Cole Huber, LLP

Members of the Public: Jessica Wilkinson, Patterson Irrigator
Sylvia Ramires, Zone 4

We have a quorum.

4. Reading of the District's Vision, Mission, and Value Statements:

Vision: "A locally cultivated, healthier community."
Mission: "To provide, promote, and partner in quality healthcare for all."
Values: "Compassion – Commitment – Excellence"

5. Public Comment Period

None

6. Declarations of Conflict [Board members disclose any conflicts of interest with agenda items]

None

7. Approval of Agenda:

M/S/C: To approve the agenda as presented.

Directors Stokman/Avila

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed

8. Consent Calendar* [Routine committee reports, minutes, and non-controversial items]

A. *Approve Finance Committee Minutes – Sep 24, 2024

B. *Approve Finance Committee Minutes – Sep 30, 2024

C. *Accept Written Department/Committee Reports – Ambulance, Health Center, Human Resources.

- i. Removed: Written Department/Committee Reports – Administration, Legislation, and Community Health Needs Assessment. As they were not included in the packet.

M/S/C. Approve the Consent Calendar.

Directors Campo/Benefield

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed

9. Regular Calendar

- A. **Any Consent Calendar items moved to the Regular Calendar*

- B. **Adopt Updated Management Salary Ranges.**

Presentation of updated salary ranges for management job descriptions. Discussion of the need for the district to remain competitive to recruit and retain high quality management team members. The district has been using two-year-old public pay data for many years leading to significant under compensation and significant adjustments in 2023 and 2024 to reach market rates for management employees.

Discussion ensued about the process being used for evaluating compensation and the board requested a policy that will place compensation review in March and April for the following fiscal year's budget review in May and approval in June. Staff will also investigate the use of a third-party resource to conduct salary benchmarking.

Management performance reviews are conducted after the end of the fiscal (i.e., July and August). CEO Freese suggested that an incentive program could be incorporated to separate salary market adjustments from one-time incentive payments based on performance.

Motion: The Board of Directors to approve the proposed salary ranges as presented for the following management positions: Finance and Accounting Manager, Human Resources Manager, Health Center Manager, Director of Ambulance Operations, and Ambulance Manager of Quality Improvement and Clinical Education.

M/S: Directors Benefield/Stokman

Ayes: Directors Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed by Roll Call Vote

Adjourned to Closed Session @ 6:20 PM

- 10. **Recess to Closed Session** [Board of Directors may recess to closed session to discuss certain matters as legally permitted. Any action taken shall be reported in open session.]

- A. Health & Safety Code 321069(c)(2) District Health Care Trade Secret (i.e., necessary to initiate a new district service or program or add a district health care facility and, if prematurely disclosed, create a substantial probability of depriving the district of a substantial economic benefit).

- 11. **Returned to Open Session @ 7:09 PM** - Report of Closed Session – No reportable action. Directions given to staff.

- 12. **Continuation of Regular Calendar**

- C. **Adopt Res 2024-11: Behavioral Health Continuum Infrastructure Grant Request**

The district is preparing to submit a grant application seeking \$13,000,000 in grant funds

to enhance its behavioral health infrastructure. If approved, the District build a 14,000 sf Community Mental Health Clinic which will eventually accommodate 16 behavioral health professionals and a variety of services. If awarded the district would enter into a Program Funding Agreement, which mandates the use of funds for eligible expenditures aligned with the program's objectives. Application deadlines is December 13, 2024.

Motion: *That the Board of Directors to adopt Resolution No. 2024-11 as presented.*

M/S: Directors Campo/Avila

Ayes: Directors Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed by Roll Call Vote

13. Director Correspondence, Comments, Future Agenda Items

- Salary Review Policy
- Community Health Needs Assessment
- Triennial review and proposal for legal services

14. Upcoming Regular Board and Standing Committee Meeting Dates Information Only

Finance – Wed, Oct 23 @ 6:00 PM

Board – Mon, Oct 28 @ 6:00 PM

Finance – Wed, Nov 20 @ 6:00 PM


Board – Mon, Nov 18 @ 6:00 PM

Finance – Wed, Dec 18 CANCELLED

Board – Mon, Dec 9 @ 6:00 PM

15. Adjourned @ 7:35 PM

Respectfully Submitted:



Becky Campo, Board Secretary

12/10/2024
Date Signed

