

GOVERNING BOARD

9850-A.106 Boardroom Emmett F. Lowry Expressway, Texas City

AGENDA Thursday, December 9, 2021 – 12:30 PM

CONSENT AGENDA: ALL ITEMS MARKED WITH A SINGLE ASTERICK (*) ARE PART OF THE CONSENT AGENDA AND REQUIRE NO DELIBERATION BY THE GOVERNING BOARD. ANY BOARD MEMBER MAY REMOVE AN ITEM FROM THIS AGENDA TO BE CONSIDERED SEPARATELY.

PROCEED TO BOTTOM OF THIS DOCUMENT FOR APPEARANCE & EXECUTIVE SESSION GUIDELINES

In accordance with the provisions of the Americans with Disabilities Act (ADA), persons in need of a special accommodation in order to participate in this proceeding should, within two (2) days prior to the proceeding, request necessary accommodations by contacting CHW's Executive Assistants at 409-949-3406, or via email at trollins@gchd.org or ahernandez@gchd.org

ANY MEMBERS NEEDING TO BE REACHED DURING THE MEETING MAY BE CONTACTED AT 409-938-2288

REGULARLY SCHEDULED MEETING

Meeting Called to Order Pledge of Allegiance

Item #1	Comments from the Public
*Item #2ACTION	Agenda
*Item #3ACTION	Excused Absence(s)
*Item #4ACTION	Consider for Approval Minutes from October 28, 2021 Governing Board QA Meeting
*Item #5ACTION	Consider for Approval Ratification of the Action from the Executive Committee Meeting Friday, November 5, 2021
*Item #6ACTION	Receive and File Informational Report a) Proposed 2022 Board Meeting Dates
Item #7	Executive Director will report on Coastal Health & Wellness/COVID- 19 Updates Submitted by Dr. Keiser a) Executive Director b) Dental Director
Item #8ACTION	Consider for Approval October 2021 Financial Report Submitted by Marlene Garcia
Item #9ACTION	Consider for Approval the Purchase of a New HR Software Platform Split Between GCHD and CHW in the Amount of 10, 971.45 From Each Fund \$21, 942.90 Total Submitted by Chantelle Smith
Item #10ACTION	Consider for Approval Coastal Health & Wellness Fund Balance Reserve as of September 30, 2021 Submitted by Marlene Garcia
Item #11ACTION	Consider for Approval Coastal Health & Wellness Credit Card and Refund Policy Submitted by Marlene Garcia
Item #12ACTION	Consider for Approval Coastal Health & Wellness Charge Capture Policy Submitted by Marlene Garcia

Item #13ACTION	Consider for Approval Coastal Health & Wellness Payment Posting Policy Submitted by Marlene Garcia
Item #14ACTION	Consider for Approval Coastal Health & Wellness 2021-2022 Risk Management Plan Submitted by Richard Mosquera
Item #15ACTION	Consider for Approval Re-Privileging Rights for UTMB Resident Nadine Abrahim, MD, Submitted by Dr. Keiser
Item #16ACTION	Consider for Approval Privileging Rights for John David Walsh, NP Providing Tele-Psychiatry Services Submitted by Dr. Keiser
Item #17ACTION	Consider for Approval Privileging Rights for Shady Bishai, DDS, Submitted by Dr. Keiser
Item #18ACTION	Consider for Approval Default Opt-In Policy for Newly Registering CHW Patients Submitted by Richard Mosquera
Item#19ACTION	Consider for Approval Employee Satisfaction Survey by Samantha Robinson/Dr. Southerland
Item #20	Comments from Board Members
Adjournment	

Next Regular Scheduled Meeting: January 27, 2022

Appearances before the Coastal Health & Wellness Governing Board

The Coastal Health & Wellness Governing Board meetings are conducted under the provisions of the Texas Open Meetings Act, and members of the public that wish to address the Board about an item presented on the agenda shall be offered three minutes to do so. The Board cordially requests that individuals desiring to make a such a statement notify the Board of their intention by writing their name on the sign-in sheet located at the Boardroom's main entrance.

A citizen desiring to make comment to the Board regarding an item not listed on the agenda shall submit a written request to the Executive Director by noon on the Thursday immediately preceding the Thursday of the Board meeting. A statement of the nature of the matter to be considered shall accompany the request. The Executive Director shall include the requested appearance on the agenda, and the person shall be heard if he or she appears.

Executive Sessions

When listed, an Executive Session may be held by the Governing Board in accordance with the Texas Open Meetings Act. An Executive Session is authorized under the Open Meetings Act pursuant to one or more the following exceptions: Tex. Gov't Code §§ 551.071 (consultation with attorney), 551.072 (deliberation regarding real property), 551.073 (deliberation regarding a prospective gift or donation), 551.074 (personnel matters), 551.0745 (personnel matters affecting Coastal Health & Wellness advisory body), 551.076 (deliberation regarding security devices or security audits), and/or 551.087 (deliberations regarding economic development negotiations). The Presiding Officer of the Governing Board shall announce the basis for the Executive Session prior to recessing into Executive Session. The Governing Board may only enter into Executive Session if such action is specifically noted on the posted agenda.

GOVERNING BOARD

9850-A.106 Boardroom Emmett F. Lowry Expressway, Texas City

Governing Board December 2021 Item#3 Excused Absence(s)

GOVERNING BOARD

9850-A.106 Boardroom Emmett F. Lowry Expressway, Texas City

Governing Board
December 2021
Item#4
Consider for Approval Minutes from October 28, 2021
Governing Board QA Meeting

Coastal Health & Wellness Governing Board October 28, 2021

Board Members: Staff:

Samantha Robinson

Philip Keiser, Interim Executive Director
Dr. Southerland
Ann O'Connell, Chief Operations Officer
Virginia Valentino
Richard Mosquera, Chief Compliance Officer
Flecia Charles
Dr. Lindskog, Dental Director
Kevin Avery
Ami Cotharn, Chief Nursing Officer

Elizabeth Williams

Pisa Ring
Martha Vallin
Jonathan Jordan
Kenna Pruitt
Luz Amaro

Elizabeth Williams Chantelle Smith Ashley Tompkins
Dr. Thompson Marlene Garcia Tikeshia Thompson-Rollins

Kristina Garcia Anthony Hernandez

Excused Absence: Dorothy Goodman, and Brent Hartzell

Unexcused Absence: Victoria Dougharty, and Miroslava Bustamante

Items#1 Comments from the Public

There were no comments from the public.

Items#2-8 Consent Agenda

A motion was made by Virginia Valentino to approve the consent agenda items two through eight. Dr. Southerland seconded the motion, and the Board unanimously approved the consent agenda.

<u>Item#9 Executive Director will Report on Coastal Health & Wellness/COVID-19 Updates Submitted by Dr. Keiser</u>

Dr. Keiser, Interim Executive Director, presented an update on COVID-19 to the Board.

Dr. Lindskog, Dental Director, updated the Board on dental services in the Coastal Health & Wellness Clinic:

- We continue to follow CDC's Interim Infection Prevention and Control Recommendations for Healthcare Personnel which has a section dedicated to Dental Facilities.
- We have started to receive our supplies for root canals and crowns in Galveston and plan to offer those services by December 1, 2021, in both locations.
- Staffing: We have a dental assistant starting today. We have completed several phone interviews, one in person interview and have two additional in person interviews scheduled next week for the open dentist position. We have great applicants and plan to extend an offer within the next two weeks.
- There are not any updates regarding the partnership with the College of the Mainland Dental Hygiene Program. They have not hired their new program director yet, but the curriculum was recently approved.
- October is Dental Hygiene Awareness month. We have recognized our dental hygienists in our clinic, and they filmed a video reading "Dragon's Breath" at the Texas City library. This video was posted on our social media sites.
- Patient Services Manager (Pisa) is also working with Head Start to coordinate a date in November for dental and medical exams for their students

Item#10 Consider for Approval September 2021 Financial Report Submitted by Marlene Garcia

Marlene Garcia, Clinic Financial Officer, presented the September 2021 financial report to the Board. A motion to accept the financial report as presented was made by Dr. Southerland. Flecia Charles seconded the motion and the Board unanimously approved.

<u>Item#11 Consider for Approval Quarterly Visit and Analysis Report Including Breakdown of New Patients by Payor Source for Recent New Patients Submitted by Marlene Garcia</u>

Marlene Garcia, Clinic Financial Officer, presented the quarterly visit and analysis report including breakdown of new patients by payor source for recent new patients. A motion to accept the quarterly report as presented was made by Virginia Valentino. Flecia Charles seconded the motion and the Board unanimously approved.

<u>Item#12 Consider for Approval the Quarterly Compliance Report for the Period Ending September 30, 2021 Submitted by Richard Mosquera</u>

Richard Mosquera, Chief Compliance Officer, presented the quarterly compliance report for the period ending September 30, 2021. A motion to accept the quarterly report as presented was made by Virginia Valentino. Elizabeth Williams seconded the motion and the Board unanimously approved.

<u>Item#13 Consider for Approval the Coastal Health & Wellness Risk Management Training Plan 2021-2022</u> <u>Submitted by Richard Mosquera</u>

Richard Mosquera, Chief Compliance Officer, presented the Coastal Health & Wellness risk management training plan 2021-2022. A motion to accept the plan as presented was made by Dr. Southerland. Virginia Valentino seconded the motion and the Board unanimously approved.

<u>Item#14 Consider for Approval Coastal Health & Wellness Performance Improvement Plan Submitted by Ami Cotharn</u>

Ami Cotharn, Chief Nursing Officer, asked the Board to consider for approval the Coastal Health & Wellness Performance Improvement Plan. A motion to accept the plan as presented was made by Virginia Valentino. Elizabeth Williams seconded the motion and the Board unanimously approved.

<u>Item#15 Consider for Approval Re-Privileging Rights for Emily Bailey, MSW, LCSW, Submitted by Dr. Keiser</u>

Dr. Keiser, Interim Executive Director, asked the Board to consider for approval re-privileging rights for Emily Bailey, MSW, LCSW. A motion to accept re-privileging rights for Emily Bailey, MSW, LCSW, was made by Virginia Valentino and seconded by Dr. Southerland. The Board unanimously approved the motion.

<u>Item#16 Consider for Approval Privileging Rights for UTMB Resident Neda Shaghaghi, DO, Submitted by Dr. Keiser</u>

Dr. Keiser, Interim Executive Director, asked the Board to consider for approval privileging rights for UTMB Resident Neda Shaghaghi, DO. A motion to accept privileging rights for Neda Shaghaghi, DO, was made by Virginia Valentino, and seconded by Elizabeth Williams. The Board unanimously approved the motion.

<u>Item#17 Consider for Approval Privileging Rights for UTMB Resident Sara Hassan-Youssef, MD, Submitted by Dr. Keiser</u>

Dr. Keiser, Interim Executive Director, asked the Board to consider for approval privileging rights for UTMB Resident Sara Hassan-Youssef, MD. A motion to accept privileging rights for Sara Hassan-Youssef, MD, was made by Virginia Valentino, and seconded by Elizabeth Williams. The Board unanimously approved the motion.

Item #18 Review of Coastal Health & Wellness & United Board of Health Organizational Chart

Dr. Keiser, Interim Executive Director, reviewed the Coastal Health & Wellness & United Board of Health Organizational Charts. Samantha Robinson, Board Chair, suggested adding dashes between Public Health, Shared

Services, and Coastal Health & Wellness on the Galveston County Health District Organizational Chart. A motion to add dashes and re-organization of the organizational chart was made by Virginia Valentino and seconded by Dr. Southerland. The Board unanimously approved the motion.

Item #19 Executive Session

The Governing Board will enter into a closed meeting as permitted under the Section 551.074(b) of the Texas Government Code, Personnel Matters; specifically, to discuss the Executive Director

Item #20 Reconvene into Regular Meeting

Reconvene at 2:08 p.m.

Item #21 Possible Action from Executive Session

Samantha Robinson, Board Chair, asked the Board to make a motion from executive session. It has been motion by Dr. Southerland, seconded by Virginia Valentino to accept Dr. Philip Keiser as the permanent Executive Director of Coastal Health & Wellness. Samantha Robinson stated she would like to abstain. The Board unanimously approved.

Item #22 Comments from Board Members

No comments	
The meeting was adjourned at 2:10p.m.	
Chair	Secretary/Treasurer
Date	Date

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Governing Board December 2021 Item#5 Consider for Approval Ratification of the Action from the Executive Committee Meeting Friday, November 5, 2021

Coastal Health & Wellness Governing Board November 5, 2021

Board Members Zoom Call:	Staff:		
Samantha Robinson Dr. Southerland Virginia Valentino	Ami Cotharn, C Marlene Garcia, Kenna Pruitt, Co	thief Financial Officer	
Health & Wellness 2022-20 Kenna Pruitt, Controller, an consider for approval submis	23 Budget ad Marlene Garcia, Cli sion to HRSA of the no to accept the report as j	RSA of the Non-Competing Process Renal R	ntive Committee to Health & Wellness
The meeting was adjourned a	nt 2:14p.m.		
Chair		Secretary/Treasurer	
Date		Date	

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Governing Board December 2021 Item#6 Receive and File Informational Report

a. Proposed 2022 Board Meeting Dates



GOVERNING BOARD

9850-A.106 Boardroom Emmett F. Lowry Expressway, Texas City

Governing Board 2022 Meeting Dates

January 27, 2022

February 24, 2022

March 31, 2022

April 28, 2022

May 26, 2022

June 30, 2022

July 28, 2022

August 25, 2022

September 29, 2022

October 27, 2022

November 10, 2022

December 8, 2022

Governing Board December 2021 Item#7 Executive Director will report on Coastal Health & Wellness/COVID19 Updates Submitted by Dr. Keiser

Coastal Health & Wellness December 2021 Coastal Wave (govdelivery.com)

- a) Executive Director
- b) Dental Director

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GOVERNING BOARD

9850-A.106 Boardroom Emmett F. Lowry Expressway, Texas City

Governing Board
December 2021
Item#8
Consider for Approval October 2021 Financial Report
Submitted by Marlene Garcia

Governing Board



FINANCIAL SUMMARY

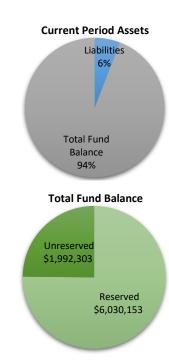
For the Period Ending

October 31, 2021

December 3, 2021

GCHD Board Room | 9850-A Emmett F. Lowry Expy. | Texas City, TX 77591

		Current Month Oct-21	Prior Month Sep-21	Increase (Decrease)
ASSETS				
	Cash & Cash Equivalents	\$7,350,316	\$7,167,599	\$182,716
	Accounts Receivable	1,901,127	2,013,533	(112,405)
	Allowance For Bad Debt	(1,001,069)	(971,778)	(29,291)
	Pre-Paid Expenses	296,474	135,891	160,583
	Due To / From	(22,492)	64,621	(87,113)
	Total Assets	\$8,524,355	\$8,409,866	\$114,489
<u>LIABILITIES</u>				
	Accounts Payable	\$79,646	\$107,678	(\$28,032)
	Accrued Salaries	381,220	308,194	73,026
	Deferred Revenues	41,033	42,383	(1,351)
	Total Liabilities	\$501,899	\$458,256	\$43,643
FUND BALANCE	•			
	Fund Balance	\$6,426,698	\$6,426,698	0
	Current Change	1,595,758	1,524,912	70,846
	Total Fund Balance	\$8,022,456	\$7,951,610	\$70,846
TOTAL LIA	BILITIES & FUND BALANCE	\$8,524,355	\$8,409,866	\$114,489

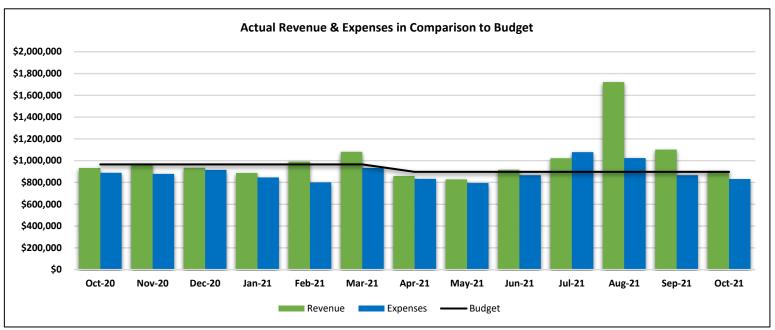


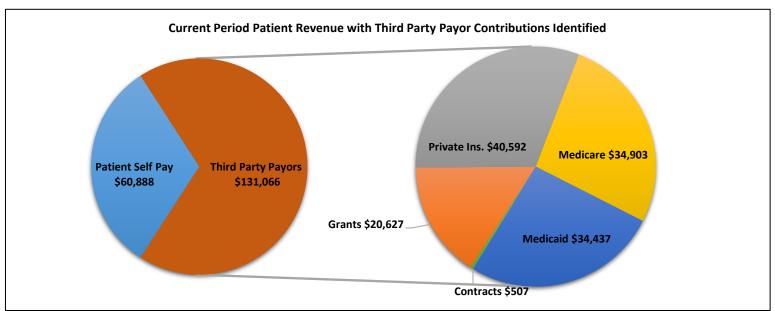
CHW - REVENUE & EXPENSES as of October 31, 2021

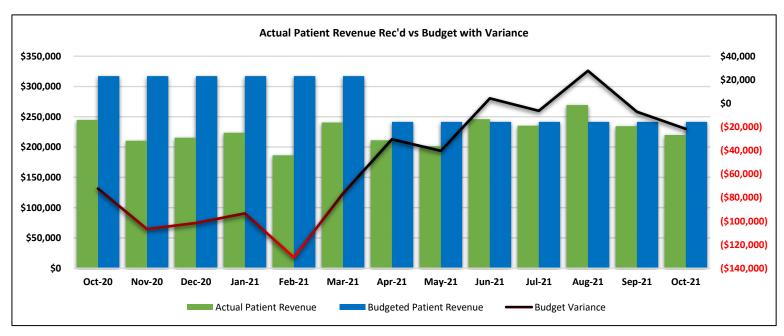
	Actual Oct-21	Budgeted Oct-21	MTD Budget Variance	YTD Budget Variance		t Month tuals
REVENUE County Business	¢244 222	¢244 222	ćo	ćo	■ Revenue	■ Expenses
County Revenue	\$311,222	\$311,222	\$0	\$0	■ Reveilue	Expenses
DSRIP Revenue	0	65,833	(65,833)	483,251		
HHS Grant Revenue	365,953	269,783	96,169	656,873		
Patient Revenue	219,974	241,682	(21,708)	(74,251)	\$902,765	
Other Revenue _	5,616	8,851	(3,235)	4,379		\$831,919
Total Revenue	\$902,765	\$897,372	\$5,393	\$1,070,253		
EXPENSES						
Personnel	\$573,771	\$615,556	\$41,785	\$200,993		
Contractual	59,842	57,257	(2,585)	(90,013)		
IGT Reimbursement	0	21,666	21,666	(150,352)		
Supplies	72,726	80,159	7,434	113,247		
Travel	3,251	2,778	(473)	11,211		
Bad Debt Expense	29,291	24,674	(4,617)	(76,517)		
Other _	93,039	95,283	2,244	(19,124)		
Total Expenses	\$831,919	\$897,372	\$65,453	(\$10,556)		
CHANGE IN NET ASSETS	\$70,846	\$0	\$70,846	\$1,059,697		

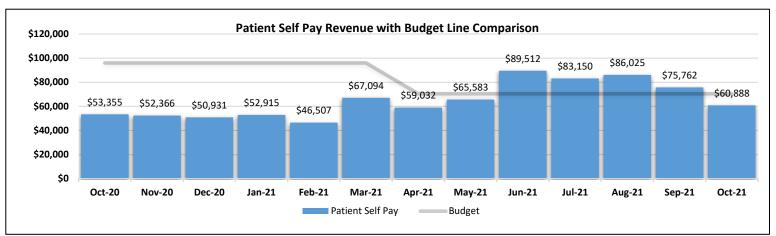
HIGHLIGHTS

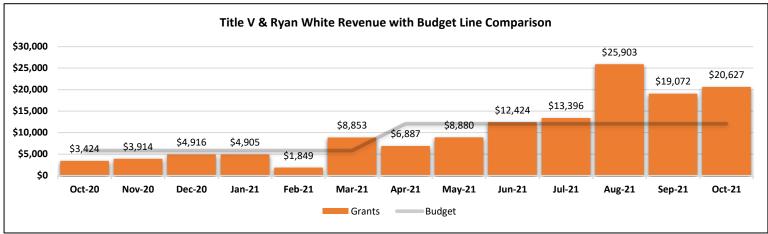
- MTD increase in fund balance of \$70,846.
- All HHS Grant revenue for Oct was accrued equal to the expenses for the month in the amount of \$365,952.52
- Total Revenue is overbudget for the month by \$5,393.02. All Other Revenue categories are all underbudget for Oct 21.
- Total Expense for Oct 21 is underbudget by \$65,452.83.
- IGT Reimbursement was not paid out in October and is not expected to be paid until the first week of January 2022 in the amount of \$31,350.
- Interest Revenue is underbudget for Oct in the amount of \$3,481.96. This is due to the annual percentage yield earned that dropped to 0.40% since Mar 21. The APY earned for the other month before Mar was 1.41%.

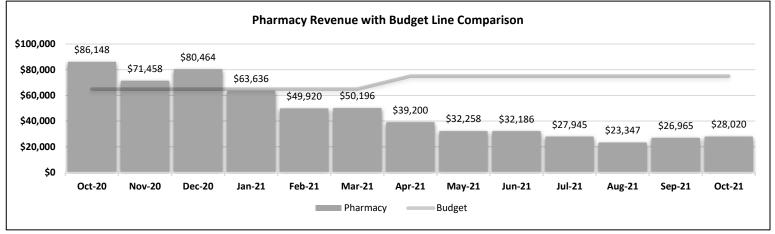


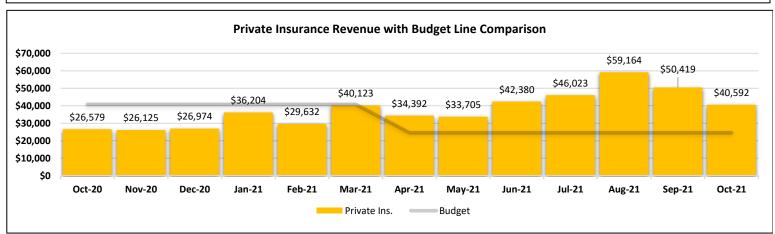


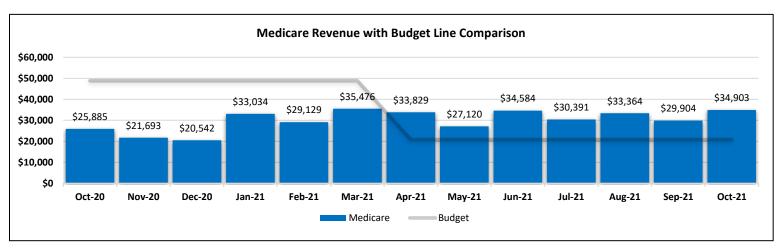


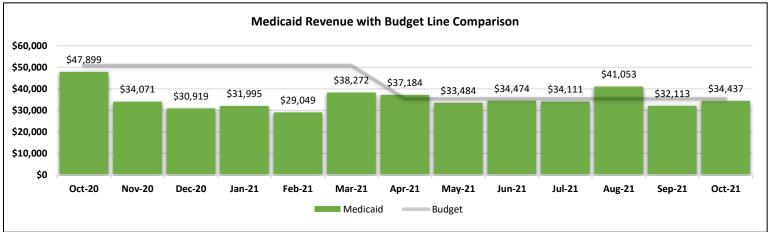


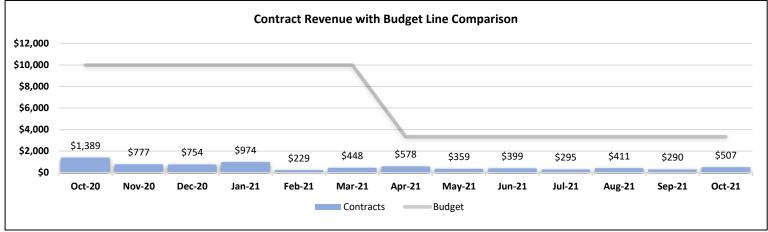


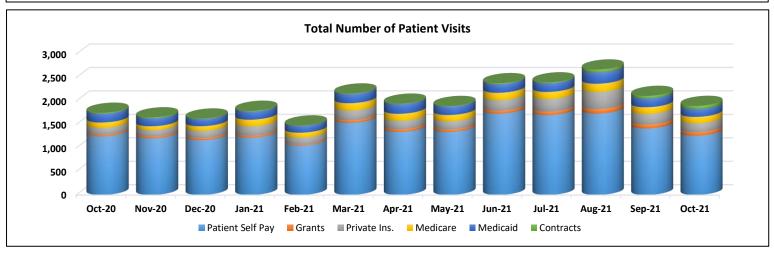












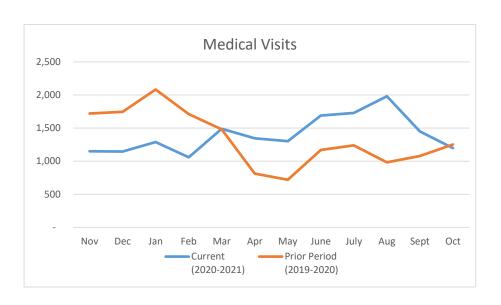
Coastal Health & Wellness Statement of Revenue and Expenses for the Period ending October 31, 2021

Cost Category	Account Description	Annual Budget	Period Ending 10/31/2021	MTD Budget	MTD Budget Variance	YTD Actual	YTD Budget	YTD Budget Variance
category	Description	Duuget	10/31/2021	Duuget	variance	Actual	Duuget	Variance
<u>Grouping</u>	<u>Revenue</u>							
HHS	HHS Grant Revenue - HRSA	3,237,400	365,953	269,783	96,169	2,518,081	1,888,483	629,597
	Base Funding HHS QI 19	3,237,400	255,794	269,783	(13,990)	1,952,602	1,888,483	64,119
	COVID Supplemental	-		-	-	-	-	-
	COVID Supplemental COVID CARES	_	_	_		153,395	_	153,395
	COVID ECT	_	1,082	_	1,082	87,531	_	87,531
	HHS QI 20	-	, , ,	-	-	8,425	-	8,425
	Hypertension (HTN)	-	-	-	-	1,589	-	1,589
	COVID ARP	-	109,077	-	109,077	314,539	-	314,539
HHS	HHS Grant Revenue - Other	-	-	-	-	27,275	-	27,275
Patient	Grant Revenue (Title V, Ryan White)	144,977	20,627	12,081	8,545	107,187	84,570	22,617
Patient Patient	Patient Fees Private Insurance	845,950 294,821	60,888 40,592	70,496 24,568	(9,608) 16,024	519,953 306,675	493,471 171,979	26,482 134,696
Patient	Pharmacy Revenue - 340b	900,000	28,020	75,000	(46,980)	209,921	525,000	(315,079)
Patient	Medicare	249,596	34,903	20,800	14,103	224,095	145,598	78,497
Patient	Medicaid	424,845	34,437	35,404	(966)	246,856	247,826	(970)
Other	Local Grants & Foundations	16,208	1,351	1,351	0	11,455	9,455	2,000
Other	Medical Record Revenue	15,000	268	1,250	(982)	4,563	8,750	(4,187)
Other	Medicaid Incentive Payments	-	1,415	-	1,415	31,356	-	31,356
County	County Revenue	3,734,667	311,222	311,222	-	2,178,556	2,178,556	-
DSRIP	DSRIP Revenue	790,000	-	65,833	(65,833)	944,085	460,833	483,251
Other	Miscellaneous Revenue	-	-	-	-	416 656	-	416 656
Other Other	Gain on Fixed Asset Disposals Interest Income	- 70,000	2,351	5,833	(3,482)	15,373	40,833	(25,460)
Patient	CHW Contract Revenue	40,000	507	3,333	(2,826)	2,840	23,333	(20,493)
Other	Local Funds / Other Revenue	5,000	231	417	(185)	2,515	2,917	(401)
	Total Revenue	\$ 10,768,464	\$ 902,765	\$ 897,372	\$ 5,393	\$ 7,351,857	\$ 6,281,604	\$ 1,070,253
	İ	, ,						
	Expenses							
	LAPETISES							
Personnel	Hourly Pay	5,832,411	457,004	486,034	29,030	3,284,263	3,402,240	117,977
Personnel	Hourly Pay Supplemental/Merit Compensation	-	, -	-	-	5,000	-	(5,000)
Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives	- 67,000	1,000	- 5,583	- 4,583	5,000 4,000	39,083	(5,000) 35,083
Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime	- 67,000 42,000	1,000 4,109	5,583 3,500	- 4,583 (609)	5,000 4,000 18,846	39,083 24,500	(5,000) 35,083 5,654
Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay	- 67,000	1,000	- 5,583	- 4,583	5,000 4,000 18,846 143,662	39,083	(5,000) 35,083 5,654 (25,560)
Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium	- 67,000 42,000 202,460 -	1,000 4,109 25,607	5,583 3,500 16,872	4,583 (609) (8,735)	5,000 4,000 18,846 143,662 11	39,083 24,500 118,102	(5,000) 35,083 5,654 (25,560) (11)
Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense	- 67,000 42,000 202,460 - 470,018	1,000 4,109	5,583 3,500 16,872 - 39,168	- 4,583 (609)	5,000 4,000 18,846 143,662 11 256,283	39,083 24,500 118,102 - 274,177	(5,000) 35,083 5,654 (25,560) (11) 17,895
Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium	- 67,000 42,000 202,460 -	1,000 4,109 25,607 - 35,371	5,583 3,500 16,872	- 4,583 (609) (8,735) - 3,797	5,000 4,000 18,846 143,662 11	39,083 24,500 118,102	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159)
Personnel Personnel Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA)	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989	1,000 4,109 25,607 - 35,371 928 1,301 994	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166	- 4,583 (609) (8,735) - 3,797 135 (54) 172	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421	39,083 24,500 118,102 - 274,177 7,443	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739
Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275
Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956
Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487)
Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585	- 4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139
Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel Personnel	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571	- 4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807
Personnel Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204	- 4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577)
Personnel Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396
Personnel Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204	- 4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265)
Personnel Contractual Contractual Contractual Contractual Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960)
Personnel Contractual Contractual Contractual Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960)
Personnel Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058)
Personnel Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058)
Personnel Contractual	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control Security	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960 43,176	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80 2,145	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80 3,598	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0) 1,453	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561 14,604	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560 25,186	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058) (1)
Personnel Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual Supplies	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control Security Office Supplies	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960 43,176 82,600	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80 2,145 7,672	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80 3,598 6,883	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0) 1,453 (789)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561 14,604 60,528	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560 25,186 48,183	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058) (1) 10,582 (12,345)
Personnel Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual Supplies Supplies	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control Security Office Supplies Operating Supplies	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960 43,176 82,600 228,132	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80 2,145 7,672 37,427	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80 3,598 6,883 19,011	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0) 1,453	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561 14,604 60,528 204,853	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560 25,186 48,183 133,077	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058) (1) 10,582 (12,345) (71,776)
Personnel Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual Contractual Supplies	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control Security Office Supplies	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960 43,176 82,600 228,132 40,200	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80 2,145 7,672 37,427 3,080	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80 3,598 6,883	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0) 1,453 (789) (18,416)	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561 14,604 60,528 204,853 26,209	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560 25,186 48,183 133,077 23,450	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058) (1) 10,582 (12,345) (71,776) (2,759)
Personnel Contractual Contractual Contractual Contractual Contractual Contractual Supplies Supplies	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control Security Office Supplies Operating Supplies Outside Dental Supplies	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960 43,176 82,600 228,132	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80 2,145 7,672 37,427	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80 3,598 6,883 19,011 3,350	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0) 1,453 (789) (18,416) 270	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561 14,604 60,528 204,853	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560 25,186 48,183 133,077	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058) (1) 10,582 (12,345) (71,776) (2,759) 212,886
Personnel Contractual Contractual Contractual Contractual Contractual Contractual Supplies Supplies Supplies Supplies Supplies Supplies	Hourly Pay Supplemental/Merit Compensation Provider Incentives Overtime Part-Time Hourly Pay Comp Pay Premium FICA Expense Texas Unemployment Tax (SUTA) Life Insurance Expense Long Term Diability Coverage Employer Paid Health Insurance Worker's Comp Insurance Cobra Expense Employer Sponsered Healthcare Pension/Retirement Outside Lab Contract Outside X-Ray Contract Misc Contract Services Temporary Staffing CHW Billing Contract Services IGT Reimbursement Janitorial Contract Pest Control Security Office Supplies Operating Supplies Outside Dental Supplies Pharmaceutical Supplies	- 67,000 42,000 202,460 - 470,018 12,759 14,961 13,989 494,769 18,437 - 79,016 138,849 146,448 18,000 237,722 - 72,000 259,989 168,780 960 43,176 82,600 228,132 40,200 600,000	1,000 4,109 25,607 - 35,371 928 1,301 994 27,778 1,325 1,120 4,902 11,010 17,854 1,200 15,270 1,323 6,898 - 16,396 80 2,145 7,672 37,427 3,080 16,387	5,583 3,500 16,872 - 39,168 1,063 1,247 1,166 41,231 1,536 - 6,585 11,571 12,204 1,500 19,810 - 6,000 21,666 14,065 80 3,598 6,883 19,011 3,350 50,000	4,583 (609) (8,735) - 3,797 135 (54) 172 13,453 212 (1,120) 1,683 560 (5,650) 300 4,540 (1,323) (898) 21,666 (2,331) (0) 1,453 (789) (18,416) 270 33,613	5,000 4,000 18,846 143,662 11 256,283 15,602 9,776 7,421 201,341 3,799 2,487 36,953 78,188 123,005 10,104 190,067 40,265 49,960 302,013 102,513 561 14,604 60,528 204,853 26,209 137,114	39,083 24,500 118,102 - 274,177 7,443 8,727 8,160 288,615 10,755 - 46,093 80,995 85,428 10,500 138,671 - 42,000 151,660 98,455 560 25,186 48,183 133,077 23,450 350,000	(5,000) 35,083 5,654 (25,560) (11) 17,895 (8,159) (1,048) 739 87,275 6,956 (2,487) 9,139 2,807 (37,577) 396 (51,396) (40,265) (7,960) (150,352) (4,058) (1) 10,582 (12,345) (71,776) (2,759)

Coastal Health & Wellness Statement of Revenue and Expenses for the Period ending October 31, 2021

Cost	Account	Annual	Period Ending	MTD	MTD Budget	YTD	YTD	YTD Budget
Category	Description	Budget	10/31/2021	Budget	Variance	Actual	Budget	Variance
Cumpling	Controlled Assets (:		Г 422		/F 422\	12 400		(12.400)
Supplies Other	Controlled Assets (i.e. computers)	9,000	5,432 353	750	(5,432)	13,400		(13,400)
Other	Postage Telecommunications	64,500	3,941	750 5,375	397 1,434	4,109 39,563	5,250 37,625	1,141 (1,938)
Other	Water	372	3,941	3,373	1,454	214	217	(1,936)
Other	Electricity	18,000	1,083	_	417	9,145	10,500	-
Travel	Travel, Local		38	1,500 267	229	581	,	1,355
Travel	•	3,200	489	267	_	489	1,867	1,286 (489)
Travel	Travel, Out Of Town	30,135	489	2,511	(489) 2,511	6,301	17,579	11,278
Travel	Training, Local	30,135	2,724	2,511		4,059	17,579	(4,059)
Other	Training, Out Of Town Rentals	39,240	3,496	3,270	(2,724) (226)		22,890	
Other	Leases	39,240 517,464	,	,	(226)	24,346 301,872	· · · · · · · · · · · · · · · · · · ·	(1,456)
Other	Maint/Repair, Equip.		43,327 8,712	43,122	(1,892)		301,854 47,742	(18)
Other		81,844	,	6,820 200	7 7 7	56,880	· ·	(9,137)
Other	Maint/Repair, Bldg.	2,400	3,049	200	(2,849)	8,549	1,400	(7,149)
Other	Maint/Repair, IT Equipment	108	- 0	9	- 1	-	- (2	-
	Insurance, Auto/Truck		8 865		1 119	59	63	4 399
Other	Insurance, General Liability	11,808		984	360	6,489 8,066	6,888	
Other	Insurance, Bldg. Contents	18,372	1,171	1,531	360	8,066	10,717	2,651
Other	Settlements	-	-	-	-	-	-	-
Other	IT Equipment	-	-	-	-	-	-	-
Other	Operating Equipment	-	-	-	-	-	-	-
Other	Building Improvements	-	-	- 4 067	- 4 244	-	-	- 2 424
Other	Newspaper Ads/Advertising	23,600	755	1,967	1,211	10,333	13,767	3,434
Other	Subscriptions, Books, Etc.	18,623	295	1,552	1,257	13,504	10,863	(2,641)
Other	Association Dues	34,710	3,066	2,893	(173)	19,959	20,248	289
Other	IT Software / Licenses	259,929	21,445	21,661	215	161,010	151,625	(9,385)
Other	Prof Fees/Licenses/Inspections	1,670	-	139	139	1,114	974	(140)
Other	Professional Services	22,800	20	1,900	1,880	1,374	13,300	11,926
Other	Med/Hazard Waste Disposal	5,400	410	450	40	2,789	3,150	361
Other	Transportation	6,000	202	500	298	3,003	3,500	497
Other	Board Meeting Operations	350	-	29	29	366	204	(162)
Other	Service Charge - Credit Cards	7,200	811	600	(211)	6,885	4,200	(2,685)
Other	Cashier Over/Short	-	-	-	-	1	-	(1)
	Bad Debt Expense	296,083	29,291	24,674	(4,617)	249,232	172,715	(76,517)
Other	Miscellaneous Expense	-	-	-	-	3,278	-	(3,278)
	Total Expenses	\$ 10,768,464	\$ 831,919	\$ 897,372	\$ 65,453	\$ 6,292,160	\$ 6,281,604	\$ (10,556)
	Net Change in Fund Balance	\$ -	\$ 70,846	\$ -	\$ 70,846	\$ 1,059,697	\$ -	\$ 1,059,697

Medical Visits Prior Period Current (2020-2021) (2019-2020) 1,150 1,719 Nov 1,745 Dec 1,145 1,288 2,082 Jan Feb 1,058 1,710 Mar 1,488 1,480 Apr 1,345 812 1,301 719 May June 1,689 1,170 1,238 July 1,727 1,980 981 Aug Sept 1,450 1,077 Oct 1,198 1,251 16,819 15,984



	(2020-2021)	(2019-2020)
Nov	440	628
Dec	413	682
Jan	433	783
Feb	361	747
Mar	582	451
Apr	499	3
May	512	119
June	587	354
July	555	415

574

532

554

6,042

Aug

Sept

Oct

Current

Dental Visits

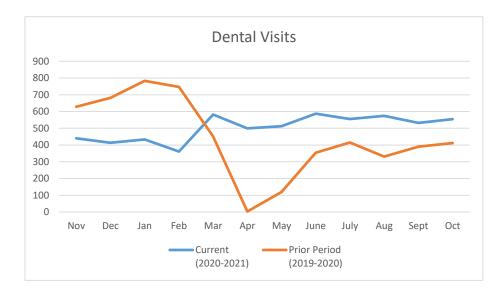
Prior Period

331

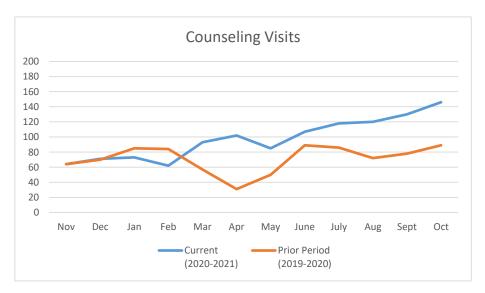
390

412

5,315



	Counseling Visits					
	Current	Prior Period				
	(2020-2021)	(2019-2020)				
Nov	64	64				
Dec	71	70				
Jan	73	85				
Feb	62	84				
Mar	93	57				
Apr	102	31				
May	85	50				
June	107	89				
July	118	86				
Aug	120	72				
Sept	130	78				
Oct	146	89				
	1171	855				



Vists by Financial Class - Actual vs. Budget As of October 31, 2021 (Grant Year 4/1/2021 -3/31/2022)

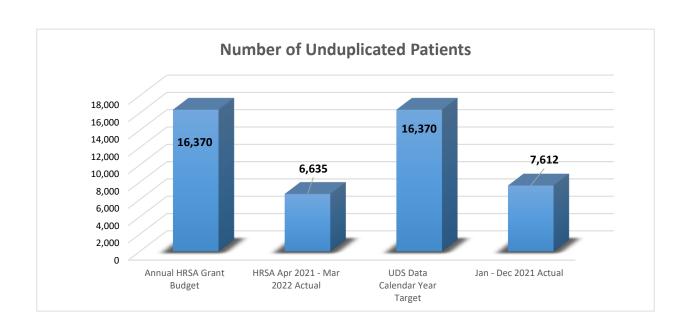
								%
	Annual HRSA			Over/(Under)			Over/(Under)	Over/ (Under)
	Grant Budget	MTD Actual	MTD Budget	MTD Budget	YTD Actual	YTD Budget	YTD Budget	YTD Budget
Medicaid	3,147	165	262	(97)	1,280	2,623	(1,343)	-51%
Medicare	2,713	136	226	(90)	913	2,261	(1,348)	-60%
Other Public (Title V, Contract, Ryan White)	1,273	142	106	36	596	1,061	(465)	-44%
Private Insurance	2,941	191	245	(54)	1,461	2,451	(990)	-40%
Self Pay	24,170	1,264	2,014	(750)	9,186	20,142	(10,956)	-54%
	34,244	1,898	2,854	(956)	13,436	28,537	(15,101)	-53%

Unduplicated Patients - Current vs. Prior Year UDS Data Calendar Year January through December

Unduplicated Patients

Unduplicated Patients - Current vs. Prior Year HRSA Grant Year April through March

Unduplicated Patients



GOVERNING BOARD

9850-A.106 Boardroom Emmett F. Lowry Expressway, Texas City

Governing Board December 2021 Item#9

Consider for Approval the Purchase of a New HR Software Platform Split Between GCHD and CHW in the Amount of 10, 971.45 From Each Fund \$21, 942.90 Total Submitted by Chantelle Smith

Request for Approval of HR Applicant Tracking System Software with BambooHR

Consider for approval the purchase of an HR Software platform split between GCHD and CHW in the amount of \$10,971.45 from each fund for a total of \$21,942.90.

Throughout the progressive personnel growth for all GCHD entities, the HR department has beared the load of talent acqusition and personnel management without having a critical resource, an HR Applicant Tracking System (ATS). All recruitment related needs and tasks are being performed by hand using MS Word and MS Excel. While these programs have useful features, they are lacking considerably with regard to talent acquisition and personnel maintenance needs. Not having a formal Applicant Tracking System has caused many delays in acquiring key talent in a timely manner. It has also resulted in the loss of highly qualified candidates during the onboarding process due to the perceived relation of our antiquated hiring system to the functionality of the whole organization.

Another major impact we have experienced due to the lack of an ATS is the very high cost of monthly posting fees for outsourced services through Indeed, ZipRecruiter, and other media and professional organizations. For example, for the month of October 2021, we paid over \$4000 just to post positions with Indeed and ZipRecruiter. There were no other services provided, such as applicant record-keeping, preboarding packages and tasks, periodic reporting, and ongoing digitized candidate engagement. From October 2020 to September 2021, we paid \$26,879.63 just for postings, while still having to dedicate 60+ hours a week towards talent acquisition and management. With a designated ATS, the GCHD HR department's recruitment process would be expanded to include:

- Providing a candidate records database
- Digital preboarding paperwork packaging
- Collaborative hiring
- CV/resume screening
- Postings across multiple job boards and professional communities
- Automation of routine tasks
- Virtual onboarding assistance
- Organizational branding
- Enhanced reporting and compliance

The BambooHR ATS platform we have selected will provide us with all of the above listed functions and more at a cost of over \$8900 less than what we would pay annually to Indeed and ZipRecruiter.

We are asking for a timely approval due to urgent need for the effective and efficient functionality of the HR department. In addition, we have secured a quote that includes a negotiated pricing discount of over \$18,000 thru December 10, 2021.



Prepayment Request

Andy Crane BambooHR acrane@bamboohr.com www.bamboohr.com

PREPARED FOR Chantelle Smith Galveston County Health District csmith@gchd.org

November 19, 2021

REQUEST NUMBER REQ-387694

Products

Product	Quantity	Months	List Price	Total Price(USD)
Advantage	355	12	\$ 8.25	\$ 35,145.00
Total List				\$ 35,145.00
LESS: Advantage Volume Discount (44.0 %)				\$ (15,480.84)
LESS: HRIS Prepaid Discount (5.0 %)				\$ (983.21)
Net Software Annual Total	l			\$ 18,680.95

Services

Service	Quantity	Total Price(USD)	
HRIS Implementation	1	\$ 4,349.26	
Total List		\$ 4,349.26	
LESS: Implementation Executive Discount (25.0 %)		\$ (1,087.32)	
	Net Services	\$ 3,261.95	

*Applicable sales tax may be added

Executive Approved Implementation Savings: \$1,087.32 Savings Valid Through: December 10, 2021

Effective Quoted PEPM: \$4.39

Due at Activation

Total Due at Activation*	\$ 21,942.90
Services (One-Time)	\$ 3,261.95
HRIS Software Annual Total	\$ 18,680.95

Total Cost Per Year After Activation

\$18,680.95

Governing Board December 2021 Item#10 Consider for Approval Coastal Health & Wellness Fund Balance Reserve as of September 30, 2021 Submitted by Marlene Garcia

Coastal Health & Wellness Proposed Annual Board Approval - Fund Balance Reserve FY 2022

	Board Approved Reserve at 9/30/20	Increase / (Decrease)	Fund Balance Reserve at 9/30/21
T	4400 000	40	4400 000
IT Expenditures (Equipment, Software & Consultant Services)	\$100,000	\$0	\$100,000
Medical / Dental Equipment additions/replacements	\$125,000	(\$4,847)	\$120,153
Galveston Clinic Renovations	\$900,000	\$0	\$900,000
T 60 5 1 15 15 15	440.000	40	440.000
Texas City Furniture/Fixtures/Remodel	\$10,000	\$0	\$10,000
Employee One-Time Supplemental Payment	\$0	\$0	\$0
Total Operating Reserve	\$4,900,000	\$0	\$4,900,000
	4	(4)	4
Total Board Approved Reserve	\$6,035,000	(\$4,847)	\$6,030,153
Unnecomonal	ć204 C00	ć1 F20 7F0	Ć1 024 4F7
Unreserved	\$391,698	\$1,529,759	\$1,921,457
Total Fund Balance	\$6,426,698	\$1,524,912	\$7,951,610

Operating Reserve \$4,900,000

Budgeted Expenses ending 3/31/22 \$10,768,464

Months of Reserves available 5.5

Proposed Budget for the fiscal year ending March 31, 2022

Fund Balance

Medical/Dental Additions/Replacements	Total Cost	CHW %
		100%

*Purchases could be initiated/completed prior to start of 4/1/22 budget term (shared services)

 $There \ are \ no \ budgeted \ Fund \ Balance \ expenditures \ included \ in \ the \ CHW \ budget \ for \ 4/1/2022 - 3/31/2023.$

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^{*}These items were approved in the 2021/2022 Budget for Fund Balance expenditures.

Governing Board December 2021 Item#11 Consider for Approval Coastal Health & Wellness Credit Card and Refund Policy Submitted by Marlene Garcia



-Approved 11/1/2018 By: CHW Governing Board -Effective 11/16/2017

Coastal Health & Wellness Credit and Refund Policy

Purpose

This policy applies to all Coastal Health & Wellness (CHW) employees and/or outside billing agency who identify potential credits and/or refunds due to patients, insurances, or third-party payors.

Policy

It is the policy of Coastal Health & Wellness to conduct a thorough review of potential credits and/or refunds to determine the cause and the appropriate course of action.

Responsibilities

CHW Patient Services/Checkout/Other Business Staff — may provide a patient with a Refund Request form to complete should the patient request one. For patient requested refunds, staff will verbally explain the statement on the Refund Request form which reads: "Please note any account credit will first be applied to balances due which may have occurred for services rendered by Coastal Health & Wellness clinic, with any remaining credit refunded. The refund process may take up to 30 days for completion". CHW staff will sign the form and turn in the form to the CHW Billing & Collections Specialist in the Business Office. The billing & collections specialist will verify the refund by reviewing the patient's billing account and gather all supporting documentation. Once completed, it will then be given to the Revenue Cycle Manager for approval.

CHW Business Office – The Billing & Collections Specialist thoroughly reviews potential credits and/or refunds to determine the cause and the appropriate course of action. Staff gathers necessary back up documentation to process patient, insurance and third-party refund requests. No refunds will be given to patients if outstanding balance due is more than the requested refund. Staff will complete a refund request form with supporting documentation and submit to the Revenue Cycle Manager for approval. Once the refund is received back from management with the approval, the staff will then complete a Galveston County Health District Claim form with two copies of the refund documents and send to the account payable staff for processing. The accounting staff will return one copy of refund documents along with a check and at that point the billing & collections specialist will make the appropriate refund adjustment in the patient's account and add notes for reference.

<u>Outside Billing Agency</u> - thoroughly reviews potential credits and/or refunds to determine the cause and the appropriate course of action. Staff gathers necessary back up documentation to process patient, insurance and third-party refunds and will forward that information to the CHW Business Office if a refund via check or credit card payment is necessary. The business office staff will then complete a refund request form and submit with supporting documentation to the Revenue Cycle Manager for approval.

<u>CHW Revenue Cycle Manager</u> – Upon receiving refund request forms with supporting documentation, the revenue cycle manager will review and sign for approval. He/She will then give

it to the business office staff to prepare the refund for the accounts payable process.

Note: Refer to NextGen Training Manuals

• Revenue Cycle NextGen Training Manual

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Governing Board December 2021 Item#12 Consider for Approval Coastal Health & Wellness Charge Capture Policy Submitted by Marlene Garcia



-Approved: 11/1/2018 By: CHW Governing Board -Effective: 11/16/2017

Coastal Health & Wellness Charge Capture Policy

Purpose

This policy applies to all Coastal Health & Wellness (CHW) employees and/or outside billing agency who are responsible for entering clinic charges.

Policy

It is the policy of Coastal Health & Wellness to capture services performed for a patient in an accurate and timely manner. The charges are captured in the electronic record for every patient.

Responsibilities

<u>Patient Services</u> – in the electronic management system, assure all patient demographic and payor (sliding discount, insurance or contract) information is entered accurately and post any charges (e.g., nominal fee, STD/HIV, etc.).

<u>Dental Assistants (DA)</u> – in the patient's electronic record, complete reason for patient visit, blood pressure, x-rays, as well as any other documentation required by DA within 72 hours of visit.

<u>Nursing/MA</u> – in the patient's electronic record, complete reason for patient visit, vitals, as well as any other documentation required by Nursing/MA, and super bill services provided such as labs, injections, vaccines within 72 hours of visit.

<u>Providers (Dental & Medical)</u> – in patient's electronic record, complete patient visit documentation, submit procedure code(s) and diagnosis code(s) within 5 days of visit.

<u>Lab</u> - in patient's electronic record, complete and super bill lab and x-ray services provided within 72 hours.

<u>Check-Out</u> - in patient's electronic record, process any charges that populate during the checkout auto flow process and enter charges for any medical record request.

<u>Outside Billing Agency</u> - bill all encounters no later than 3 days after completion of documentation in electronic record.

Note: Refer to NextGen Training Manuals

- Patient Services NextGen Training Manual
- Electronic Records NextGen PM Training Manual
- Revenue Cycle NextGen Training Manual

Governing Board
December 2021
Item#13
Consider for Approval Coastal Health & Wellness Payment Posting
Policy Submitted by Marlene Garcia



-Approved: 11/14/2019 By: CHW Governing Board -Effective: 11/16/2017

Coastal Health & Wellness Payment Posting Policy

Purpose

This policy applies to all Coastal Health & Wellness employees and/or outside billing agency who are responsible for entering clinic payments.

Policy

It is the policy of Coastal Health & Wellness to post payments for a patient encounter in an accurate and timely manner. Once posted, all payments are reflected in the patient's account.

Responsibilities

<u>Contact Center</u> — will take all credit card payment information received during scheduling of appointments on hard copy and turn information in to the Business Office (Billing & Collections Specialist) for payment posting. Payments will be posted by the business office to the patient's account once the encounter had been created. This usually applies to telehealth visits but can be applicable to face-to-face encounters. Payment information is kept in a secured location until posting.

<u>Patient Services</u> –posts all payments received as applicable (e.g., nominal fees, deposits, co-pays, payment on accounts, dental contracts, budget plans, etc.) in the patient's electronic record, during the check-in auto flow process and reconciles posted payments to the daily deposit.

<u>Check-Out</u> –posts all payments received as applicable (e.g., record fees, payment on accounts, etc.,) in the patient's electronic record, during the check-out auto flow process and reconciles posted payments to the daily deposit.

<u>Business Office</u> - posts all payments received as applicable (e.g., mail payments, budget plan, etc.,) in the patient's electronic record, and reconciles posted payments to the daily deposit. Submit backup information on payments received from patient statements and third-party payers via ACH to the outside billing agency to be posted to the patient's account. Business Office staff will keep records of payments received from the Contact Center in date order, and process and post the payments once the encounter is created for the patient. This usually applies to telehealth visits. Once the payment is posted, the credit card information received from the Contact Center is shredded.

<u>Outside Billing Agency</u> - in the patient's electronic record, post all ACH payments received in the Business Office related to Medicare, Medicaid, Private Insurance, etc. and reconcile posted payments to daily cash receipt logs and explanation of benefits (EOB's) received from third-party payers.

Note: Refer to NextGen Training Manuals

- Patient Services NextGen Training Manual
- Electronic Records NextGen PM Training Manual
- Revenue Cycle NextGen Training Manual

Governing Board October 2021 Item#14 Consider for Approval Coastal Health & Wellness 2021-2022 Risk Management Plan Submitted by Richard Mosquera



-Last Approved: 12/10/2020 By: CHW Governing Board -Effective 10/31/2019

Risk Management Plan

1. PURPOSE

The purpose of the Coastal Health & Wellness Risk Management Plan (the "Plan") is to address visitor, third party, volunteer, and employee safety as well as potential business, operational, and property risks. The Risk Management Plan is the primary tool for outlining Coastal Health & Wellness' ("CHW") overall risk management procedures.

The focus of the Risk Management Plan is to provide an ongoing, comprehensive, and systematic approach to reducing exposure to risk. Risk management activities include identifying, investigating, analyzing, and evaluating risks, followed by selecting and implementing the most appropriate methods for correcting, reducing and/or eliminating <u>risksthem</u>.

2. GUIDING PRINCIPLES

This Risk Management Plan supports the Coastal Health & Wellness philosophy that patient safety and risk management are everyone's responsibility. Teamwork and participation among management, providers, volunteers, and staff are essential for an efficient and effective patient safety and risk management plan. The Plan will be implemented through the coordination of multiple organizational functions and the activities of multiple staff members.

Coastal Health & Wellness supports the establishment of a just culture that emphasizes implementing evidence-based best practices, learning from error analysis, and providing constructive feedback rather than blame and punishment. In a just culture, unsafe conditions and hazards are readily and proactively identified, medical or patient care errors are reported and analyzed, mistakes are openly discussed, and suggestions for systemic improvements are welcomed. Individuals are still held accountable for compliance with patient safety and risk management practices. As such, if evaluation and investigation of an error or event reveal reckless behavior or willful violation of policies, disciplinary actions can be taken.

Principles of this Plan provide the foundation for developing key policies and procedures for risk management activities, including but not limited the following:

- Claims and insurance management;
- Complaint resolution;
- Confidentiality and release of information;
- Compliance efforts;
- Safe and secure use of technology;

- Event investigation, root-cause analysis, and follow-up;
- Provider and staff education, competency validation, credentialing and privileging requirements, and background checks;
- Systems for monitoring and tracking referrals (specialty care, hospital and or emergency department admissions) and diagnostic laboratory values and other tests;
- Reporting and management of adverse events and near misses;
- Trend analysis of events, near misses, and claims; and
- Implementing performance improvement strategies to mitigate risk.

2.1 Leadership

The success of the Coastal Health & Wellness Risk Management Plan requires top-level commitment and support. The Governing Board by majority vote authorizes adoption of this Plan.

The Governing Board and CHW executives, including but not limited to the Executive Director, Medical Director, Chief Operating Officer, Dental Director, Chief Nursing Officer and Chief Compliance Officer/Risk Manager are committed to promoting the safety of all patients, visitors, employees, volunteers, and other individuals involved in operations of the organization. The Risk Management Plan is designed to serve as an umbrella policy, in conjunction with the Risk Management Training Plan, aimed at reducing system-related errors and potentially unsafe conditions by implementing continuous improvement strategies to support an organizational culture of safety.

3. PLAN GOALS AND OBJECTIVES

The Risk Management Plan sets forth goals and objectives, which include the following:

- Continuously improving patient safety and minimizing or preventing the occurrence of errors, events, and system breakdowns leading to harm of patients, staff, volunteers, visitors, and others through proactive risk management and patient safety and emergency operations activities.
- Minimizing adverse effects of errors, events, and system breakdowns when they do occur.
- Minimizing losses to the organization by proactively identifying, analyzing, preventing, and controlling potential clinical, business, financial, and operational risks.
- Achieving requirements mandated by accrediting organizations.
- Protecting human and intangible resources (e.g. reputation).

4. SCOPE AND FUNCTIONS OF THE PLAN

The Coastal Health & Wellness Risk Management Plan interfaces with all operational departments and services offered through the clinic, as well as HRSA.

4.1 Functional Interfaces

Functional interfaces with the Risk Management Plan include areas covered under the Coastal Health & Wellness Environment of Care and Infection Control plans, as well as credentialing and privileging, information technology, event reporting and investigation, performance assessment and improvement,

volunteers, infection control, and administration. All areas work together on risk reduction strategies and methods as defined in this Plan.

4.2 Specific Components

- a) The Risk Management Plan will include the following components: Developing systems for overseeing the reporting of adverse events, near misses, and potentially unsafe conditions.
 - i. Reporting responsibilities may include internal reporting as well as external reporting to regulatory, governmental, or voluntary agencies.
- b) Ensuring the collection and analysis of data to monitor the performance of processes that involve risk or that may result in serious adverse events, near misses, and potentially unsafe conditions; providing feedback to providers and staff; and using these data to facilitate systems improvements to reduce the probability of occurrence of future related events.
- c) Ensuring compliance with data collection and reporting requirements of governmental, regulatory, and accrediting agencies.
- d) Facilitating and ensuring the implementation of patient safety initiatives that include tracking systems for preventive screenings and diagnostic tests, medication safety systems, and emergency management programs.
- e) Facilitating and ensuring provider and staff participation in educational programs on patient safety and risk management.
- f) Facilitating a culture of safety in the organization that embodies an atmosphere of mutual trust in which all providers and staff members can talk freely about safety problems and potential solutions without fear of retribution. This ordinarily involves performing safety culture surveys and assessments.
- g) Proactively advising the organization on strategies to reduce unsafe situations and improve the overall environmental safety of patients, visitors, staff, and volunteers.
- h) Preventing and minimizing the risk of liability to the health center, and protecting the financial, human, and other tangible and intangible assets of the health center.
- Decreasing the likelihood of claims and lawsuits by educating patients and their families about proper health practices. This includes communicating and disclosing errors and events that occur in the course of patient care with a plan to manage any adverse effects or complications.
- i) Investigating and assisting in claim resolution to minimize financial exposure.
- k) Reporting claims and potentially compensable events to the appropriate entity, including the U.S. Department of Health and Human Services Federal Tort Claims Act ("FTCA") claims (as appropriate) and other insurers in accordance with the requirements of the insurance policy/contract and FTCA requirements.
- l) Supporting quality assessment and improvement programs throughout the organization.
- m) Implementing programs that fulfill regulatory, legal, and accreditation requirements.
- n) Establishing_an_ongoing qQuality aAssurance and rRisk mManagement cCommittee composed of representatives from key clinical and administrative departments and services.
- o) Monitoring the effectiveness and performance of risk management actions. Performance monitoring data may include the following:

- i. Claims and claim trends:
- ii. Culture of safety surveys;
- iii. Event trending data;
- iv. Ongoing risk assessment information;
- v. Patient's or family's perceptions of how well the organization meets their needs and expectations (i.e. patient satisfaction survey data); and
- vi. Quality performance data.
- p) Completing insurance and deeming applications.
- q) Developing and monitoring effective handoff processes for continuity of patient care.

5. ADMINISTRATIVE AND COMMITTEE STRUCTURE AND MECHANISMS FOR COORDINATION

The Risk Management Plan is administered through the Quality Assurance Committee (which convenes the first Wednesday of each month) and is led by the CHW Chief Operating Officer, and the Joint Commission Committee (which convenes the third Wednesday of each month) Risk Management Committee, which is led by the Chief Nursing Officer, with regular input from the Executive Director, Medical Director, Dental Director and by the Chief Compliance Officer/Risk Manager. The Risk Manager, with the assistance of the Risk and Safety Coordinator, reports to the Executive Director and interacts with administration, staff, medical providers, and other professionals in order to meet risk related program goals and objectives, many of which are set forth in the Annual Risk Management Training Plan.

The Risk Manager is responsible for overseeing day-to-day monitoring of risk management activities and for investigating and reporting to the applicable insurance carrier actual or potential clinical, operational, or business claims or lawsuits arising out of the organization, according to requirements specified in the insurance policy or contract. The Risk Manager serves as the primary contact between the organization and other external parties on all matters relative to risk identification, prevention, and control, as well as risk retention and risk transfer. The Risk Manager oversees the reporting of events to external organizations, per regulations and contracts, and communicates analysis and feedback of reported Risk Management information to the organization for action.

6. REPORTING REQUIREMENTS, MONITORING, AND CONTINUOUS IMPROVEMENT

The Quality Assurance and Risk Management Joint Commission Committees reviews risk management activities monthly. The Risk Manager reports activities and outcomes (e.g., claims activity, risk and safety assessment results, event report summaries, and trends) to the Governing Board and the Governing Board Quality Assurance and Quality Improvement Committee on a quarterly basis. These reports inform members of the Governing Board of efforts made to identify and reduce risks, reports on the success of these activities, and communicates outstanding issues that require input or support from the Governing Board for action or resolution. Data reporting may include event trends, claims analysis, frequency and severity data, credentialing activity, relevant provider and staff education, and risk management, emergency operation and patient safety activities. In accordance with the organization's bylaws, recommendations from the Quality Assurance and Risk Management Committees that rise to the level

of requiring Board approval are submitted as needed. Goals are developed to remain consistent with established risk management goals and Environment of Care measures as determined by the Quality Assurance and Risk Management committees and/or the Governing Board.

Documentation is retained in the form of meeting minutes for the applicable body.

The signatures below represent acceptance of the Risk Management Plan.

7. CONFIDENTIALITY

Any and all documents and records associated with the Risk Management Plan and subjected to legally permissible withholdings shall be privileged and confidential to the extent provided by state and federal law. Confidentiality protections may include attorney/client privilege, attorney work product, Joint Commission survey reports, and peer review protections.

Risk Manager Approval:
Date:
Chief Nursing Officer Approval:
Date:
Chief Operating Officer Approval:
Date:
Executive Director Approval:
Date:
Governing Board Approval:
Date:

Governing Board
December 2021
Item#15
Consider for Approval Re-Privileging Rights for UTMB Resident
Nadine Abrahim, MD, Submitted by Dr. Keiser



Date:

November 18, 2021

To:

CHW Governing Board

From:

Philip Keiser, MD 74

Medical Director

Re:

Re-Privileging

After review of the standard credentialing documents by a Coastal Health and Wellness Human Resources representative for resident physician Nadine Abrahim, MD, who will work at all times under the direct supervision of a Board-Certified faculty physician from UTMB, we are requesting credentialing approval by the Governing Board.

In addition, after review by Medical Director, Philip Keiser, MD, of the privileging documents submitted by Dr. Abrahim, we are requesting re-privileging approval by the Governing Board.

Governing Board December 2021 Item#16 Vileging Rights for John Da

Consider for Approval Privileging Rights for John David Walsh, NP Providing Tele-Psychiatry Services Submitted by Dr. Keiser



Date: December 9, 2021

To: CHW Governing Board

From: Philip Keiser, MD

Executive Director

Re: Privileging

After review of the standard credentialing documents by a Coastal Health & Wellness Human Resources representative for John David Walsh, NP who is a Nurse Practitioner with an unrestricted license in the State of Texas, we are requesting credentialing approval by the Governing Board.

In addition, after review by Medical Director, Philip Keiser, MD of the privileging documents submitted by John David Walsh, we are requesting privileging approval by the Governing Board.

Governing Board
December 2021
Item#17
Consider for Approval Privileging Rights for Shady Bishai, DDS,
Submitted by Dr. Keiser



Date: December 9, 2021

To: CHW Governing Board

From: Hanna Lindskog, DDS

Dental Director

Thru: Philip Keiser, MD AK

Executive Director

Re: Privileging

After preparation of the credentialing file, the Coastal Health & Wellness Dental Director Hanna Lindskog, DDS, has reviewed the completed file and recommends that the Governing Board approve privileging as follow:

Shady Bishai, DDS, is a general dentist who will practice full-time at both the Texas City and Galveston Coastal Health & Wellness Dental Clinic. Dr. Bishai graduated from the University of Minnesota School of Dentistry in 2021. Dr. Bishai is requesting general dentistry privileges.

Governing Board
December 2021
Item#18
Consider for Approval Default Opt-In Policy for Newly Registering
CHW Patients Submitted by Richard Mosquera



Patient Authorization for Greater Houston Healthconnect

Coastal Health & Wellness participates in Healthconnect, a non-profit organization that provides a secured electronic network for Healthconnect participants, including doctors' offices, hospitals, labs, pharmacies, radiology centers and payers of health claims such as health insurers to share your protected health information. ("PHI") A list of current Healthconnect participants is available at www.ghhconnect.org. When you join Healthconnect, your doctors can electronically search all Healthconnect participants for your PHI and use it while treating you, which will benefit you so that your treating providers, regardless of location, will have immediate access to any of your relevant medical conditions or procedures – which may be critical in offering you the proper treatment. Healthconnect does not change who gets to see your information; rather, it allows your information to be shared in a new way. All Healthconnect participants must protect your privacy in accordance with state and federal laws

Your treatment and eligibility for benefits will not be affected in any way should you choose not to join Healthconnect.

By signing this authorization, you agree that Healthconnect and its current and future participants may use and disclose your protected health information electronically through Healthconnect for the limited purposes of treatment and health care operations. You understand that Healthconnect may connect to other health information exchanges in Texas and across the country that also must protect your privacy in accordance with state and federal laws, and you authorize Healthconnect to share your information with those exchanges for the same limited purposes.

Your health information that may be shared through Healthconnect includes.

- Diagnosis (disease or problem)
- · Clinical summaries of treatment and copies of documents in your medical record
- · Results of lab tests, Image studies, radiology results and other tests
- Medication (current and in the past)
- Personal information such as name, address, telephone number, gender, ethnicity and age
- · Names of providers and dates of services
- Alcohol, drug abuse, mental and behavioral health treatment
- HIV/Acquired Immune Deficiency Syndrome (AIDS) test results and treatment
- · Hepatitis B or C test results and treatment
- · Genetic test results and treatment
- · Genome information, if provided
- · Family medical history, if provided

This authorization remains in effect unless and until you revoke it. You can revoke this authorization at any time by giving written notice to any healthcare provider who participates in Healthconnect. Your revocation will be effective within three (3) days. You understand that revoking this authorization does not impact PHI previously shared when your authorization was in effect.

Patient Name:		DOB: < <dob>></dob>	
Signature of Authorized Person:	Date:		
Double-Click to Sign			
Name (if Different from Patient):	R	elationship to Patient	
Initial here if you do NOT want your providers to see your records through Healthconnect:			
Double-Click to Sign			

Governing Board December 2021 Item#19 Consider for Approval Employee Satisfaction Survey by Samantha Robinson/Dr. Southerland

Governing Board December 2021 Item#20 Comments from Board Members