



PERSHING GENERAL HOSPITAL & NURSING HOME BOARD OF TRUSTEES

Regular Board Meeting

MINUTES

Thursday, January 13, 2022

ATTENDING: Board: Chair Charles Safford, Vice Chair Ted Bendure, Secretary Dana Tueller, Trustee Philip Dickerman, Trustee Jayce Montes
Absent: N/A
Others Present: Legal Counsel Bryce Shields, Commissioner Liaison Carol Shank
Staff Present: Cynthia Hixenbaugh, Lola Montes, Lynn Broyles

- 1) **CALL TO ORDER** – Chair Charles Safford called the meeting to order at 5:30 P.M.
- 2) **PUBLIC COMMENT** – None.
- 3) **CRITICAL ACCESS HOSPITAL (CAH) ITEMS**

- a. UNFINISHED BUSINESS
- b. NEW BUSINESS

i. 5:30 p.m. Recruitment Search for Hospital Administrator/CEO – B.E. Smith to present recruitment search process to Board of Trustees – **For Possible Action**

River Mesinger and Danielle George of B.E. Smith presented their recruitment process for rural hospital administrators and their success rate for placements. River’s specialty is rural health and asked what the Board considers important in the recruitment of an administrator. Charlie stated he would like to hire someone local, Ted is interested in the difference between hiring a bridge hire for a short period of time or a long term solution, Dana stated she was pleased with the rural experience, Jayce would like to see the candidate get along with the community and have small town experience, and Phillip stated he would like to see candidates with small town experience and understand the complexity of running a small town hospital and importance of supporting community partners. B.E. Smith has experience placing in rural America and tells the hospitals stories nationally. B.E. Smith has an extensive vetting process for candidates and would expect to present 7-10 qualified candidates. The Board would interview the top 3-5 candidates. The Board would like the candidates to get a feel for the community. Charlie stated his experience is that people don’t stay because they don’t like it here. River stated that the spouses are involved in the interview process as well as have needs that they want met in a community as well including housing. Charlie asked River if this was an open-ended offer so the Board has some time to consider their options. River stated that would be no problem. B.E. Smith’s presentation was geared toward CAH recruitment and was presented very well.

ii. 6:15 p.m. Recruitment Search for Hospital Administrator/CEO – Kirby Bates Associates to present recruitment search process to Board of Trustees – **For Possible Action**

Dennis Kain of Kirby Bates presented their recruitment plan for this facility. Kirby Bates recently placed a CIO in Nevada. Dennis stated his team would assist the Board in updating the job description, run a four week search and present potential candidates by phone and video. They would return fully vetted candidates six weeks later. It is customary to meet with the candidates and then determine the top three candidates for second interviews. The Board asked if he has placed CEOs in rural communities like Lovelock. Dennis stated he has placed CEOs in the Virgin Islands, Haiti, Appalachia and rural Alaska. Ted asked if Kirby Bates would give the hospital a 24 month guarantee on placement so that if the candidate didn’t stay, they would conduct a new search at no cost. Dennis stated that his marketing team would conduct a nationwide search and focus on candidates who are actively engaged and employed.

iii. Discussion and approval for B.E. Smith or Kirby Bates Associates to launch recruitment search for Hospital Administrator/CEO – **For Possible Action**

The Board discussed the pros and cons of B.E. Smith’s and Kirby Bates’ presentations as well as costs associated for PGH. Bryce suggested the Board table the discussion and decisions until a future meeting. Although the Charlie would like to recruit locally, it may not be realistic due to the lack of experienced candidates in the healthcare field. If someone is interested locally, they can submit interest in the meantime. Bryce stated that if the Board is going to talk to people in the community about the vacancy and recruitment effort that they decide on an agreed upon salary range and not offer different amounts to different people. Lola stated the interview process will require the participation of the Board, managers and providers. She suggested a recruitment committee of the Board going forward to present to the whole Board for action. The Board also discussed recruitment for the CNO and CEO with the companies with a discounted rate due to the potential placement of two executive management employees.

This item tabled for further discussion and decisions regarding using an agency for recruitment of the CEO or for the Board to do their own search first and post the position locally.

4) OTHER ITEMS

a. CORRESPONDENCE – **None**

b. LEGAL – **None**

The Pershing General Hospital and Nursing Home Board of Trustees may by law receive information from legal counsel regarding potential or existing litigation involving a matter over which the Pershing General Hospital and Nursing Home Board of Trustees has supervision, control, jurisdiction or advisory power, and such gathering does not constitute a meeting of the Pershing General Hospital and Nursing Home Board of Trustees pursuant to NRS 241.015.

c. OTHER – **None**

4) PUBLIC COMMENT – None

5) ADJOURN: Chair Charles Safford adjourned the meeting at 7:07 p.m.

Respectfully submitted,
Cynthia Hixenbaugh, CEO

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