

Sherman County Health District  
Board of Directors Meeting Minutes

Special Board Meeting

April 20<sup>th</sup>, 2018  
Moro, Oregon

**Present:**

**Board Members:** President Bert Perisho, Vice President Jayme Mason, Director W.P. Thurston (absent – resigned), Director Curt Mason, Director Janice Strand

**Staff:** Dr. Kristen Dillon, Supervising Physician (via telephone); Caitlin Blagg, District Administrator

**Visitors:** None

**Call to Order:** President Perisho called the meeting to order at 3:09 p.m.

**Visitor's comments on agenda items (Discussion to be regarding agenda items only):** None

**Old Business**

**A. LETTER OF RESIGNATION – BOARD MEMBER:** President Perisho read aloud a resignation letter from Director Wm. P. Thurston. **Vice President J. Mason made a motion to accept the resignation. Director C. Mason seconded. Motion carried (unanimous).** District Administrator Blagg will reach out to a couple people to see if they are interested in filling the position.

**B. FUTURE PLANNING:** District Administrator Blagg and Dr. Dillon led the Board of Directors through the Provider Transition Planning and Timeline handouts (attached).

Key Points Discussed:

- Coverage for Medicare Patients
- Provider Recruitment
  - Decided to go with indeed.com and 3RNet.com
  - Came up with a candidate profile
  - Came up with a job posting
- Discussed planning options for transition period
- Discussed Communication Plan
  - Wrote a letter for all patients to be sent with Mark's retirement letter
  - **Vice President J. Mason made a motion to send both the letter from the Board and Mark's retirement letter out at the same time and get them in the mail as soon as possible. Director Strand seconded. Motion carried (unanimous).**

**C. CONTRACT NEGOTIATIONS PER CURRENT CONTRACT FOR FNP AND SUPERVISING PHYSICIAN:** Dr. Kristen Dillon will give the District Administrator an



invoice every month for the extra hours she is working. District Administrator Blagg will pay this electronically.

**New Business**

None

**Good of the Order:**

None

**Adjourn**

**Meeting Adjourned at 4:45 p.m.**

The next Board Meeting will be on Thursday, May 10<sup>th</sup>, 2018 at 5:30 pm, in the Administration Office.

Respectfully submitted,  
Caitlin Blagg  
District Administrator



Board President  
Bert Perisho

ABSENT

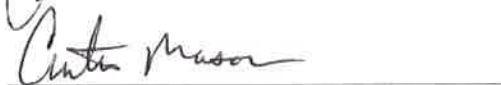
Director  
Wm. P. Thurston - Resigned



Director  
Janice Strand



Vice-President  
Jayme Mason



Director  
Curt Mason

5/10/2018

Date



Sherman County Medical Clinic  
4/16/18, Caitlin Blagg and Kristen Dillon

## Provider Transition Planning and Timeline

### Short Term – next 3-6 months

Goal – Provide good care to Medicare members, maintain their bond to our Clinic, and avoid “abandonment” of Medicare patients in both the legal and emotional sense.

1. Scheduled Care
  - a. Dr. Dillon willing to schedule coming to clinic once a week through May and June (except for last week of May when she can't come).
    - i. Draft addendum to current contract
    - ii. Proposal – Hourly rate for hours in addition to contracted hours (13 monthly), with written statement of max additional hours or process for approving going over. Dr. Dillon would provide written invoice to clinic at the end of each month.
  - b. Decide whether to address any contract or payment change with Mark in the interim
  - c. Look for provider who can come to clinic 1-3 days a week until long term solution goes into effect.
    - i. KD left messages for two possible people 4/16
    - ii. Pursue other routes -
  - d. Learn the rules for Medicare patients paying cash. I think maybe Mark needs to “opt-out” of Medicare, but we want to be sure it's just him and not the overall clinic. Check with Noridian? ORH?
2. Acute Care
  - a. Find nearby clinic willing to see our patients on same day/next day basis for things that can't wait until scheduled visit with us
    - i. KD has contacted OCH and MCOC in The Dalles; Deschutes Rim in Maupin
      1. All willing – putting plans into place
3. Investigate Locums Tenens provider
  - a. Options – through agency, through ORH (direct contract with someone)

### Coverage:

MCMC has agreed to see our same day/acute Medicare ONLY patients at MCMC Family Medicine (on 12<sup>th</sup> Street)

541-296-9151

Identify as Sherman Medical Clinic and we are calling to speak with Jenny (if not available, speak with Linda)

Call and ask for Jenny (or Linda) –

Dr. Richardson or Shaylyn Murphy will most likely be seeing the majority of the patients.

One Community Health – The Dalles

Supportive of providing same day access for Sherman County Medicare patients.

Talk to SC Transportation to offer ride assistance?

Have OCH paperwork on site at this clinic to make transitions smoother.

Deschutes Rim – Maupin

Gave phone and Fax number for patients who want to be seen there for acute issues.

Phone: 541-395-2911

Fax: 541-395-2912

[www.deschutesrimclinic.org](http://www.deschutesrimclinic.org)

1605 George Jackson Road, Maupin, OR

**\*\*\*\*\*in all cases where we are sending our patients else where: SEND DEMOGRAPHIC PAGE, AND PATIENT SUMMARY INCLUDING MEDICATIONS, PROBLEM LIST AND NOTE FROM LAST VISIT\*\*\*\*\***

### Long Term – late 2018 into 2019 and beyond

1. Recruit and start permanent provider able to see all insurances – NP or PA
2. Retain second provider for vacation coverage
3. Make arrangements with Mark to work part-time as needed to cover non-Medicare patients
4. Other goals to achieve as part of provider transition?

### Recruiting Plan – Stacy Reed, Office of Rural Health

#1 Key: Good Attitudes, plenty of patience and forward thinking is key

- Employee vs contracted provider
  - Employee is more attractive when trying to recruit
    - Why: security of job, benefits, vacation/sick time, malpractice insurance, retirement
      - Are clinic hours flexible?
      - Consider: Quality Incentive Bonus
      - Allowance for CME
      - Employer paid licensing fees and DEA
      - Employer paid Association affiliation fees
      - Signing bonus
      - Possible housing available
        - To charge rent or not to charge rent...that is the question
- FIRST THING IS TO COME UP WITH A CANDIDATE PROFILE: WHAT ARE WE LOOKING FOR IN A PROVIDER? Make a chart w/ 3 columns: Ideal candidate, Not Negotiable, Negotiable
  - Items to consider:
    - Nationality
    - Gender Identity
    - Language abilities
    - Others?
- Be prepared to sell them on the AREA
  - Closest airport
  - Closest shopping
    - Consider a bonus of \$100 to cover Amazon prime subscription
  - What is school system like
    - Set up conversation b/w School and interested applicants
  - Be mindful of Spouse
    - Job opportunities
      - People telecommute
        - Internet availability and accountability
        - Are there independent business opportunities here
  - Housing
    - What is available
      - Set up with real estate agent

- Potential to offer on-site housing

**Recruitment Locations**

- Office of Rural Health
  - Stacey Reed – See Section Below for notes from conversation
  - 3RNet - \$600 per year – pro-rated per quarter
    - Specifically for rural health
- National Association of Rural Health Clinics
- The Dalles Chronical
- The Oregonian
- Oregon Board of Nursing
- Oregon Physician Assistant
- American Nursing Association
- Indeed.com – Facebook for employers

**Recruiting Posting:**

The Sherman County Health District is currently accepting (resumes, curriculum vitae)

Position available for a Family Nurse Practitioner, FNP

Job Summary:

Rural Health Clinic Nurse Practitioner, Primary Care Position (or PA, separate postings?)

4.5-Day Work Week

\$100,000 Base Salary

Are you interested in practicing medicine in the beautiful Columbia River Gorge area? We have a need for a Family Nurse Practitioner (or Physician’s Assistant) at a Rural Health Clinic in Moro, Oregon.

Practice:

- Employed with base salary, relocation, bonuses and full benefits
- Work in a primary care clinic with experienced medical director and knowledgeable staff
- 4.5 work week with no call
- CMS allowance and generous time off
- Newly remodeled frontier rural health clinic

Located in north-central Oregon, Moro is a small, agricultural community located within Sherman County. A short drive from The Dalles, Hood River and Bend, the Columbia River Gorge area offers many activities for the outdoor enthusiast. Sherman County is surrounded by the Columbia, Deschutes and John Day Rivers.

- Hike, bike, kayak or jog – infinite amount of outdoor activities
- White Water Rafting on the breath-taking Deschutes River
- Hunting and fishing opportunities abound
- World Class Windsurfing
- Day drive to Portland and the Oregon Coast



About the Company: Sherman County Medical Clinic is operated by the Sherman County Health District. The Clinic provides primary care services to the residents of Sherman County and the surrounding areas. The Clinic is a certified Tier 3 Patient Centered Primary Care Home. This single-clinician clinic has approximately 1,320 active patients. Sherman County Health District is an EEO.

**Ideal Provider Qualifications:**

- 5+ years of experience
- Previous experience at a clinic with multiple clinicians

### Expectations of Staff, Board, Medical Director – Recommendation from Stacy Reed

- Medical Director
  - How hands on for recruitment?
  - Ideally do reference checking because of knowledge of medical jargon (know how to ask correct questions and understand the answers being given)
  - Be on site during site visit portion of recruitment
  - Be available as part of the integration process
  - Needs to be included every step of the way
- Board and Staff
  - Help integrate into community
    - Do they like hiking, biking, hunting, fishing, etc. – here’s some hiking trails
    - Are they religious – here’s a church and so-and-so would love to take you there
    - Do they have kids – here are after school activities, sports teams, etc and here is contact information
    - Word of mouth to help adjust
    - Be ready to provide resources to help them feel part of the community
    - BE A CONSTANT FRIENDLY, ENCOURAGING FACE

### Clinic Amenities

- Knowledgeable Medical Director – 20-year experience
- Knowledgeable Staff
  - Medical Assistant who is an EMT - Intermediate - 19 years' experience as EMT – I, 15-years Clinical experience
  - AAPC certified Billing staff
  - Experienced Administrator with 5-year tenure
  - Experienced Clinical Staff with 5-year tenure
- Newly remodeled
  - Up to date patient exam rooms
  - CLIA certified Laboratory
- Strong Relationship with Public School and Public Safety (Sheriff)
- Mental Health Services available in town
- VERIFY THIS: Mark is willing to act as mentor and will be around to advise/mentor on difficult cases \*\*\*\*this could be KEY to hiring, especially if new to practicing medicine\*\*\*\*\*

**Clinic Concerns, Questions & Ideas to Ponder:**

- Could Dr. Dillon enroll in Medicare and Mark bill using locum modifier under her supervision?
- Can Medicare patients continue to get protimes and we call Dr. Dillon to manage? Mark would be on site.
  - If this is possible, we would figure out a time of day to check in with Dr. Dillon to get all protime management taken care of.
- Is there any concern with VA patient's getting protimes?
- Would/could Staff be involved, in some fashion, in the recruiting process?
  - Could they have input on interviews? (Do you do interviews for a clinician?)
- What does recruitment look like for a provider?
- If a Medicare patient comes in for a visit, pays cash rather than bill Medicare and needs a referral to a specialist, will Medicare then cover the cost of the specialist?
  - Concern here is that Medicare won't have a claim stating the patient saw a provider to get referral.
  - Medicare patients don't need a referral
- Can we offer a discount self-pay for Medicare patients?
  - \$50 for office visit
  - \$7 for blood draw
  - \$7 for protime
- Can we do courtesy lab draw for Medicare patients if Mark is on-site and bill under Dr. Dillon because she will be the one reviewing labs?

**Wages**

- <https://www.sokanu.com/careers/nurse-practitioner/salary/oregon/>
  - Average Nurse Practitioner Hourly Wage in Oregon:
    - Median: \$52.79
    - Range: \$39.73 up to \$71.61
  - Average Nurse Practitioner Yearly Salary in Oregon
    - Median: \$109,800
    - Range: \$ 82,640 up to \$148, 940

• **Nurse Practitioner Earnings by Seniority**

<b>Top End Nurse Practitioner Earnings</b>	\$71.61 an hour	\$148,940 per year
The highest earning Nurse Practitioners in Oregon earn:		
<b>Senior Nurse Practitioner Earnings</b>	\$60.89 an hour	\$126,640 per year
Senior Nurse Practitioners in Oregon earn:		
<b>Experienced Nurse Practitioner Earnings</b>	\$52.79 an hour	\$109,800 per year
Experienced Nurse Practitioners in Oregon earn:		
<b>Junior Nurse Practitioner Earnings</b>	\$44.68 an hour	\$92,930 per year
Junior Nurse Practitioners in Oregon earn:		
<b>Starting Nurse Practitioner Earnings</b>	\$39.73 an hour	\$82,640 per year
Starting Nurse Practitioners in Oregon earn:		

- *Approximate values based on highest and lowest earning segments.*
  - Average Physician Assistant Hourly Wage in Oregon
    - Median: \$50.02
    - Range: \$37.61 up to \$68.66
  - Average Physician Assistant Yearly Salary in Oregon
    - Median: \$104, 040
    - Range: \$78,230 up to \$142, 820

• **Physician Assistant Earnings by Seniority**

<b>Top End Physician Assistant Earnings</b>	\$68.66 an hour	\$142,820 per year
The highest earning Physician Assistants in Oregon earn:		
<b>Senior Physician Assistant Earnings</b>	\$58.82 an hour	\$122,340 per year
Senior Physician Assistants in Oregon earn:		
<b>Experienced Physician Assistant Earnings</b>	\$50.02 an hour	\$104,040 per year
Experienced Physician Assistants in Oregon earn:		

**Junior Physician Assistant Earnings**

\$42.86 \$89,150  
an hour per year

Junior Physician Assistants in Oregon earn:

**Starting Physician Assistant Earnings**

\$37.61 \$78,230  
an hour per year

Starting Physician Assistants in Oregon earn:

- *Approximate values based on highest and lowest earning segments.*

### Communication Plan

1. Letter to Medicare patients
2. Letter to other patients
3. Communicate with County Commissioners, (other officials?)
4. Public information – posted in clinic, on website, to newspaper or radio
5. Notice for Staff – something quick, but predetermined, they can say to patients who inquire as to what is going on. Canned response needed so everyone gets the same information/story from the clinic.

### Text suggestions for Communication Plan:

#### Notice to Medicare All Patients – mail in same envelope with Mark's retirement letter

To the patients of Sherman County Clinic:

We are writing to tell you about some short-term changes in how we provide care for Medicare patients and a longer term change in how our clinic is staffed.

As the result of a technical issue related to Medicare's original approval of Mark Corey, NP, as a provider back in 2003, Medicare has decided to discontinue Mark Corey's enrollment to bill for services. This means that he will not be able to provide services for Medicare patients after the end of April 2018. We have worked with Medicare's contractor and obtained assistance from Senator Wyden's staff to resolve this, but we have been unsuccessful in changing this decision. The rules are documented in U.S. Federal law, and as such provide no access to reasonable accommodation for a situation such as ours.

This does not affect past care for which Medicare has paid.

This in no way relates to performance or quality of care. It's a timing issue related to Mark's starting to work as a Nurse Practitioner decades ago as the profession was first being developed and a changeover starting in 2000 about how NP services were paid by Medicare.

This change does not affect care for any other patients, including those who are uninsured or have other insurance coverages, including Medicaid, Oregon Health Plan, and Eastern Oregon CCO.

We all just learned about this problem in March of this year and are committed to continuing to provide health care to all of our patients. We are actively recruiting for a provider who can provide care for all patients of the clinic. In addition, our Medical Director, Dr. Kristen Dillon, will be available to see scheduled Medicare patients on site during defined hours each week. In the interim, we have also arranged access to clinics in neighboring communities so that our Medicare patients can receive timely health care without needing to unnecessarily go to an Emergency Department.

You are still our patients, and we truly apologize for these changes in our care. Believe us, we have worked diligently to get to another resolution with Medicare. We have lost hope that this will happen, and so are moving to a plan that continues care for all of our patients. We are working on a longer term plan that will provide a return to extensive hours of on-site care with a Medicare eligible provider.

Sign – board chair and Caitlin

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## Retirement Notice

Dear patients and families,

It is with mixed emotions that I am announcing my retirement from my role as the full-time provider at the Sherman County Medical Clinic. I have thoroughly enjoyed my time here and hold my colleagues, office staff, patients, and the medical community in the highest regard.

My retirement date has not been finalized, as I have offered to stay on for as long as it takes to find my successor. I have also offered to cover vacation time for the new provider, so you may see me around the clinic after my departure.

It has been my pleasure and privilege to provide you or your loved ones with medical care, and I am grateful for the time I have been blessed to live and work among such wonderful people in this beautiful setting. I wish you only the best going forward, both in health and in life.

Sincerely,

Mark Corey, FNP