



Mason Health

Mason General Hospital • Mason Clinic

To: Board of Hospital Commissioners
From: Eric Moll
Date: December 10, 2024
Subject: Consent Agenda

Consent agenda for Tuesday, December 10, 2024

Approval of the Bills:

General Fund	2254596 – 2254869; 243964 – 243979	\$5,083,676.90
Employee Medical	20222 – 20224	\$ 601,631.66

Mason General Hospital write offs for the month of November 2024 in the amount of \$787,469.00.

Mason Clinic Eye Care, Orthopedics, Pediatrics, Women’s Health, Podiatry General Surgery write offs for the month of November 2024 in the amount \$37,378.00.

Mason General Hospital Family Health Clinic, Olympic Physicians, Shelton Family Medicine write offs for the month of November 2024 in the amount of \$29,063.00.

Hoodsport Clinic write offs for the month of November 2024 in the amount of \$1,117.00.

Walk-In Clinic write offs for the month of November 2024 in the amount \$7,001.00.

Miscellaneous
COO

We have filled the two Department Director positions that came open over the past couple of months. Kelly North has accepted the position of Director of Clinic Operations, with responsibility for both Mason Clinic and Hoodsport. Kelly has been the Primary Care Manager for the past five years and has been very well received, making this transition seamless. She has begun interviewing for her replacement and should have this completed by year end. Larry Messenger will take over as the Director of Rehabilitation Services effective December 22, replacing Cheryl Woods, who will move into a part time Physical Therapist position throughout 2025. Larry has been employed by Mason Health as a Physical Therapist since 2016, however had been working at Mason through an independent agreement well before then. He also

served as the Director of the Department through this arrangement for five years. Larry is well known throughout Mason Health and will be an effective leader for Rehab Services.

CNO

We have received several applications for the ICU supervisor position. I have narrowed them down to 4 and Carol/Jalal are reviewing them. I hope to have interviews before the holidays. Staffing has stabilized with lower turnover and quality applicants.

Rob Bennington has transitioned into the Procedure/Treadmill RN. He will be working to develop the program to include Cardioversions after the 1st quarter 2025.

I continue to work directly with the ICU/MSP supervisors. We have set our goals for next year. They will be improving our orientation process and skills days. We are required to show competencies for high risk, low volume procedures like chest tubes, pacemakers, etc. and there is room for improvement in the way we've been offering skills opportunities. Jalal is taking the lead and will work with the other nursing leaders.

Our Pay by the Minute initiative is nearing 'go live'. Carolyn and I have met with each Union multiple times and have made numerous changes to the 'points policy'. Education roll out is scheduled for next week. Staff will be receiving the education via our LMS system. Leaders will have several training sessions to choose from. January and February are 'soft go live' where the points accumulated for those months will be reset to zero once the program is working properly. We have gotten mostly positive feedback from leaders. The leaders workload will increase, but not significantly if staff are following policy.