

<b>Meeting</b>	Board of Directors		
<b>Date / Time</b>	June 6, 2024 at 5:00 p.m.	<b>Location</b>	Pioneer Memorial Hospital Solarium 564 E Pioneer Dr, Heppner, OR 97836
<b>Chair</b>	Diane Kilkenny	<b>Recorder</b>	Sam Van Laer
<b>Board Members</b>	<b>Present:</b> Diane Kilkenny, Stephen Munkers, Scott Ezell, Trista Seastone, Donna Rietmann		
<b>Attendees</b>	<b>Staff:</b> Emily Roberts, Nicole Mahoney, Julie Baker, Sam Van Laer <b>Press:</b> None		

**Mission**  
Bring essential health services to our rural communities that meet the unique needs of the people we serve.

**Vision**  
Be the first choice for quality, compassionate care, and lead the way in promoting wellness and improving health in our communities.

**Values**  
Integrity, Compassion, Quality, Respect, Financial Responsibility

Agenda Item	Minutes
<b>1. Call to Order</b>	Diane Kilkenny called the meeting to order at 5:03 p.m.
<b>2. FY 2024-25 Budget Hearing</b>	Diane Kilkenny declared the budget hearing open for public comment. No public comments.
<b>3. New Business</b>	
<b>A. MCHD &amp; AFSCME Collective Bargaining Agreement 2024-27</b>	<p>Emily Roberts presented MCHD &amp; AFSCME Collective Bargaining Agreement 2024-27 (see Board packet). Roberts reported that updates included:</p> <ul style="list-style-type: none"> <li>• Minor scrivener’s changes/format and grammar corrections</li> <li>• Pay scale steps changed from longevity to years of service up to 15 years and corrected errors in the step percentages</li> <li>• Low census leave was clarified</li> <li>• Capped vacation and sick time for new hires after 7/1/24</li> <li>• Defined due process procedures for discipline</li> <li>• Replaced unpaid suspension with disciplinary performance improvement plan</li> <li>• 1% COLA will go into effect 7/1/24 after Board approval, agreement to reopen the contract in January 2025 to negotiate next year’s COLA due to the District’s financial position</li> </ul> <p><b>MOTION:</b> Scott Ezell moved to accept the MCHD &amp; AFSCME Collective Bargaining Agreement 2024-27. Trista Seastone seconded the motion. The motion passed unanimously by all Board members present.</p>
<b>4. Adjourn</b>	<p>With no further business to come before the Board, the session adjourned at 5:21 p.m.</p> <p>Minutes taken and submitted by Sam Van Laer. Approved July 29, 2024.</p>

## Promise of Excellence

**Compassion:** Being motivated with a desire to assist patients and staff with empathy and kindness and committed to going the extra mile to ensure patients and staff feel comfortable and welcomed.

**Respect:** Recognizing and valuing the dignity and uniqueness of everyone. Respect creates a work environment based on teamwork, encouragement, trust, concern, honesty, and responsive communication among all employees and our patients.

**Integrity:** Encompassing honesty and consistently adhering to the principles of professionalism and accountability with our patients, fellow employees, and community partners. Integrity is at the heart of everything we do.

**Excellence:** Creating standards of performance that surpass ordinary expectations. We want to make this the place where patients want to come, our providers want to practice, and people want to work!