



Agenda DATE 9/14/16 TIME 1:57

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HOSPITAL AND HEALTHCARE STUDY GROUP

201 W. Marcy Street

Santa Fe Community Convention Center

Milagro Room

Tuesday, September 20, 2016

6:00 pm – 8:00 pm

- I. PROCEDURES
 - A. Welcome
 - B. Introductions of Committee (as needed)
 - C. Approval of Minutes
 - a. March 8, 2016
 - b. April 28, 2016
 - D. Approval of Agenda
- II. INFORMATIONAL ITEM(S)
 - A. Strategies to retain nurses
- III. DISCUSSION
 - A. Public Forums – Topics and Schedule
 - B. Formation of Working Groups
 - a. Public forums
 - b. Other
- IV. ITEMS FROM THE CHAIR
- V. ITEMS FROM THE COMMITTEE
- VI. ITEMS FROM THE PUBLIC
- VII. NEXT MEETING DATE - TBD
- VIII. ADJOURN

Persons with disabilities in need of accommodations, contact the City Clerk's Office at 955-6520, five (5) working days prior to meeting date.

HOSPITAL AND HEALTHCARE STUDY GROUP

Santa Fe Convention Center, Milagro Room

201 W. Marcy Street

Tuesday September 20, 2016

6:00 p.m. – 8:00 p.m.

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PROCEDURES		
A. Welcome	Chair David Coss called the meeting of the Hospital and Healthcare Study Group to order at 6: 13 p.m. on September 20, 2016 at the Santa Fe Convention Center Milagro Room, 201 W. Marcy Street Santa Fe, New Mexico. A quorum was established at 6:38 p.m.	1
B. Introductions of Committee (as needed)		1
C. Approval of Minutes a. March 8, 2016	Ms. Fowler moved to approve the minutes of March 8, 2016 as presented with a second from Dr. Able which passed by voice vote. <i>Corrections: Roll Call- Change Kate-Nobel to Noble.</i> <i>Please note there was not an attachment of the presentation included with the minutes turned in. Ms. Ladd believes it is available online.</i>	2
b. April 28, 2016	Ms. Fowler moved to approve the minutes of April 28, 2016 as amended with a second from Ms. Fullerton which passed by voice vote.	2
D. Approval of the Agenda	Councilor Bushee moved to approve the Agenda as presented with a second from Ms. Argenbright which passed by voice vote.	2
INFORMATIONAL ITEM(S)		
A. Strategies to retain nurses	Discussion Only	2,3
DISCUSSION		
A. Public Forums-Topics and Schedule	Ms. Fowler moved to have the first Public Forum on Saturday, December 3, 2016 time and location to be discussed, with a second from Ms. Spencer which passed unanimously by roll call vote.	3,4
B. Formation of Working Groups		4
a. Public Forums	Discussion Only	4
b. Other		
ITEMS FROM THE CHAIR		4
ITEMS FROM THE COMMITTEE	Ms. Fowler moved to hold monthly Committee meetings, with a second from Ms. Spencer which passed by voice vote.	4
ITEMS FROM THE PUBLIC	Discussion Only	4
NEXT MEETING DATE-TBD	Discussion Only	5
ADJOURN	There being no further business to come before the Hospital and Healthcare Study Group the meeting was adjourned at 7:20 p.m.	5
SIGNATURES		5

HOSPITAL AND HEALTHCARE STUDY GROUP
Santa Fe Convention Center, Milagro Room
201 W. Marcy Street
Tuesday September 20, 2016
6:00 p.m. – 8:00 p.m.

I. PROCEDURES

A.)WELCOME

Chair David Coss called the meeting of the Hospital and Healthcare Study Group to order at 6: 13 p.m. on September 20, 2016 at the Santa Fe Convention Center Milagro Room, 201 W. Marcy Street Santa Fe, New Mexico. A quorum was established at 6:38 p.m.

B. ROLL CALL & INTRODUCTIONS OF COMMITTEE

MEMBERS PRESENT

David Coss, Chair
Earl Potter, Vice Chair
Sharon Argenbright, MSN, RN
Diane Spencer, RN
Cleo Fowler, BA, RN
Former Councilor Patti Bushee (*via telephone*)
Louise M. Able, M.D.
Ann S. Fullerton
Holly Beaumont, PhD
Mary Angela Martinez (*via telephone*)
Jay P. Jolly
Lynore Martinez, M.D.

MEMBERS ABSENT

John Beeson
Councilor Peter Ives
Lily Love, M.D.
Terri Rodriguez
Carolyn Roberts, MSN, RN
Kathy Armijo Etre
Rudy Blea
Patricia A. Boises
David Delgado
Charlotte Roybal
Judith Williams, PhD

OTHERS PRESENT

Alexandra Ladd, City of Santa Fe Economic Development
Ronnie Orlin, Nurse
Ruth Kinsler, Nurse

Tracy Neal
Linda Rigel
Jim Griffith
Linda Vigil, Stenographer

C. APPROVAL OF MINUTES

a.) March 8, 2016

MOTION: Ms. Fowler moved to approve the minutes of March 8, 2016 as presented with a second from Dr. Able which passed by voice vote.

b.) April 28, 2016

Corrections: Roll Call- Change Kate-Nobel to Noble.

Please note there was not an attachment of the presentation included with the minutes turned in. Ms. Ladd believes it is available online.

MOTION: Ms. Fowler moved to approve the minutes of April 28, 2016 as amended with a second from Ms. Fullerton which passed by voice vote.

D. APPROVAL OF AGENDA

MOTION: Councilor Bushee moved to approve the Agenda as presented with a second from Ms. Argenbright which passed by voice vote.

II. INFORMATIONAL ITEM(S)

A.) STRATEGIES TO RETAIN NURSES

Ms. Fowler introduced herself and explained the economic value of nurses in the Santa Fe area.

Ms. Argenbright discussed the effects of nurse turnover rates nationally. The cost of nurse turnovers was discussed. The loss of experienced nurses and the additional costs to train other nurses was explained. Ms. Argenbright discussed the impact on the entire community.

Ms. Spencer discussed the reasons to retain experienced nurses and the factors that motivate the nurses to stay. Ms. Spencer discussed the importance of having positive work environment. High standards for quality patient care was discussed. There is a strategy to promote professional growth.

Ms. Fowler took questions from the committee. Chair Coss would like more information on acuity based staffing and self-scheduling. Ms. Fowler explained acuity is a decision based on the need of the amount of staffing you need per patient. Ms. Spencer explained the flexibility of shift lengths and self-scheduling, Ms. Fowler explained the typical nurse works 13.5 hours per shift. There is a desire is to allow more time out of work. Ms. Spencer explained some units place a monthly schedule a month ahead of time and allow nurses to schedule time off.

Ms. Ronnie Orlin a nurse and educator explained the administrative time off if acuity it drops and nurses are sent home vacation time can be used and it can save costs. Ms. Folwer explained it. Ms. Spencer stated there are many models and systems that other hospitals use that can work on.

Ms. Algerbright stated there needs to be a plan for surges. Chair Coss asked if this was unique to hospital or if private practices experience these issues. Mr. Jolly stated clinics and offices have set hours and do not have the demands 24/7 that hospitals have.

Dr. Able explained urgent care centers see the surges and have issues with scheduling.

Dr. Beaumont asked what the national rate is and is there some for Santa Fe. Mr. Earl states the turnover rate is 12.7%. Previous years can be located if by calling the Public Relations Department at the hospital.

Ms. Fullerton stated the presentation was very thorough and asked where else it would be presented. Ms. Fowler asked that if there are ideas of where else the presentation can be done, to let her know.

Ms. Ruth Kinsler a staff nurse of 32 years discussed the retention or failure to keep nurses is related to staffing. She discussed the nurse to patient ratio. She discussed the first year nurses that leave and do not return to nursing because it is not as it seems. Ms. Kinsler explained the reason she became a nurse was to use her skills and knowledge to help sick people. With the nurse ratio there cannot be safe care. A discussion was held about the nurses, supervisors, managers that have all left so the turnover rate must be inaccurate. Dr. Beaumont recalls hearing it was close to 21% turnover.

Ms. Linda Rieger, a former Christus nurse asked how many people in the room have left. There was over ten.

Dr. Able discussed the high rate of traveling nurses. Mr. Potter stated they are working on lower the number of traveling nurses.

Ms. Tracy Neal state the presentation was great but asked what strategies are in place at Christus. Ms. Argenbright stated the tuition reimbursement and some units have and self-scheduling.

Mr. Potter stated nurse retention is a huge concern for the hospital and New Mexico as a state has its own challenges. They are looking into the issues.

III. DISCUSSION

A.) PUBLIC FORUMS-TOPICS AND SCHEDULE

MOTION: Ms. Fowler moved to have the first Public Forum on Saturday, December 3, 2016 time and location to be discussed, with a second from Ms. Spencer which passed unanimously by roll call vote.

A discussion was held and it was decided to hold the forum from 2:00 p.m. to 4:00 p.m. and look into a public place where it can hold a few hundred people. Chair Coss recommends The Genoveva Chavez Center.

Chair Coss explained the four subjects of tactical sessions that will be held. The first forum will be on the State of the Hospital. The others to follow will be:

Workforce Development
Public Health and Wellness
and Affordability of Insurance

Chair Coss asked Ms. Ladd to look into scheduling the Genoveva Chavez Center, she will follow up.

B.) FORMATION OF WORKING GROUPS

a.) Public Forums

Chair Coss explained he is willing to lead the forum on Workforce Development and Councilor Ives expressed interest as well. Ms. Fowler expressed her interest to be in the working group for the State of the Hospital forum. Ms. Spencer, Dr. Beaumont, Councilor Bushee, Mr. Jolly, Ms. Argenbright and Dr. Lynore Martinez will also be on that group. Ms. Fowler would like to see a representative of the hospital join as well. Chair Coss asked Ms. Ladd to set up the first working group meeting.

b.) Other

Discussed previously.

IV. ITEMS FROM THE CHAIR

Chair Coss has no items from the Chair.

Ms. Ladd asked that the members who have not filled out and turned in their ethics forms to do so and turn them into the City Clerk. She will send another reminder email to those on the list.

V. ITEMS FROM THE COMMITTEE

MOTION: Ms. Fowler moved to hold monthly Committee meetings, with a second from Ms. Spencer which passed by voice vote.

A discussion was held on when to hold the Committee meetings. It was decided to schedule it on the third Tuesday of the month. The next meeting will be October 18, 2016 here at the same venue.

Dr. Beaumont would like it to be known there is only one person present from the hospital which shows a lack of good faith.

VI. ITEMS FROM THE PUBLIC

Mr. Jim Griffith a retired educator who worked for the city as a liaison noted the poor attendance of Committee members and the difficulty getting a quorum. Perhaps the Committee is too large, it seems there is important business to discuss and there should be more participation.

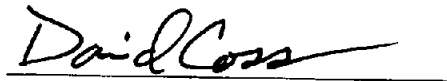
VII. NEXT MEETING DATE-TBD

This item was discussed previously.

VIII. ADJOURN

There being no further business to come before the Hospital and Healthcare Study Group the meeting was adjourned at 7:20 p.m.

SIGNATURES



David Coss, Chair



Linda Vigil, Stenographer