



Chief Medical Officer's Report

Prepared for Board meeting March 24, 2025

Quality Metrics



Clinical Measure	Where we are	Where we were	Change	Goal	At Goal?	Comment
Uncontrolled Diabetes	17.5%	16.8%	Worsening	18%	TRUE	Moderate increase
Hypertension Control	74.9%	75.2%	Worsening	75%	FALSE	Small decrease - again
Cervical Cancer Screening Rate	52.3%	52.3%	Improving	50%	TRUE	Tiny increase - again
Breast Cancer Screening Rate	61.6%	58.0%	Improving	60%	TRUE	Big increase
Colorectal Cancer Screening Rate	51.1%	50.6%	Improving	55%	FALSE	Nice increase
2 Year Old Vaccination Rates	9.5%	9.9%	Worsening	12%	FALSE	Moderate decrease - again
Well Child Visit 3-21	58.9%	58.8%	Improving	55%	TRUE	Tiny increase
Well-Child Visits, 30 months	50.7%	49.7%	Improving	45%	TRUE	Nice increase - again
Depression Screening Rates	78.9%	79.8%	Worsening	80%	FALSE	Moderate decrease - again
Diabetic Eye Exams	33.5%	32.6%	Improving	40%	FALSE	Nice increase - again
Diabetic Kidney Screening	74.9%	73.9%	Improving	90%	FALSE	Moderate increase
HIV screening	60.9%	60.5%	Improving	60%	TRUE	Nice increase - again

Mostly improvements
Depression screening may be "new year" issue

Quality Improvement Committee

Last meeting –

February 25, 2024 – minutes submitted

Next meeting -

April 29, 2025

Ongoing Outcomes:

Roster management (PCP panels)

Flu shot initiative

Provider Enhancement Program





Risk Management

Risk Management Committee

Last Meeting

February 18, 2024 – minutes submitted

Next meeting –

April 15, 2025

Outcomes:

Labels for sample meds

Colorectal cancer screening primer and review of workflows

Electronic incident tracking system for pharmacy



Risk Management Goals



- Risk Management Plan ✓
- Risk Management Training plan in place ✓
- Training completion rate >95% (met for 2024)
- Quarterly risk assessments – 1 underway for 2025
- Annual Risk Management Report – next month

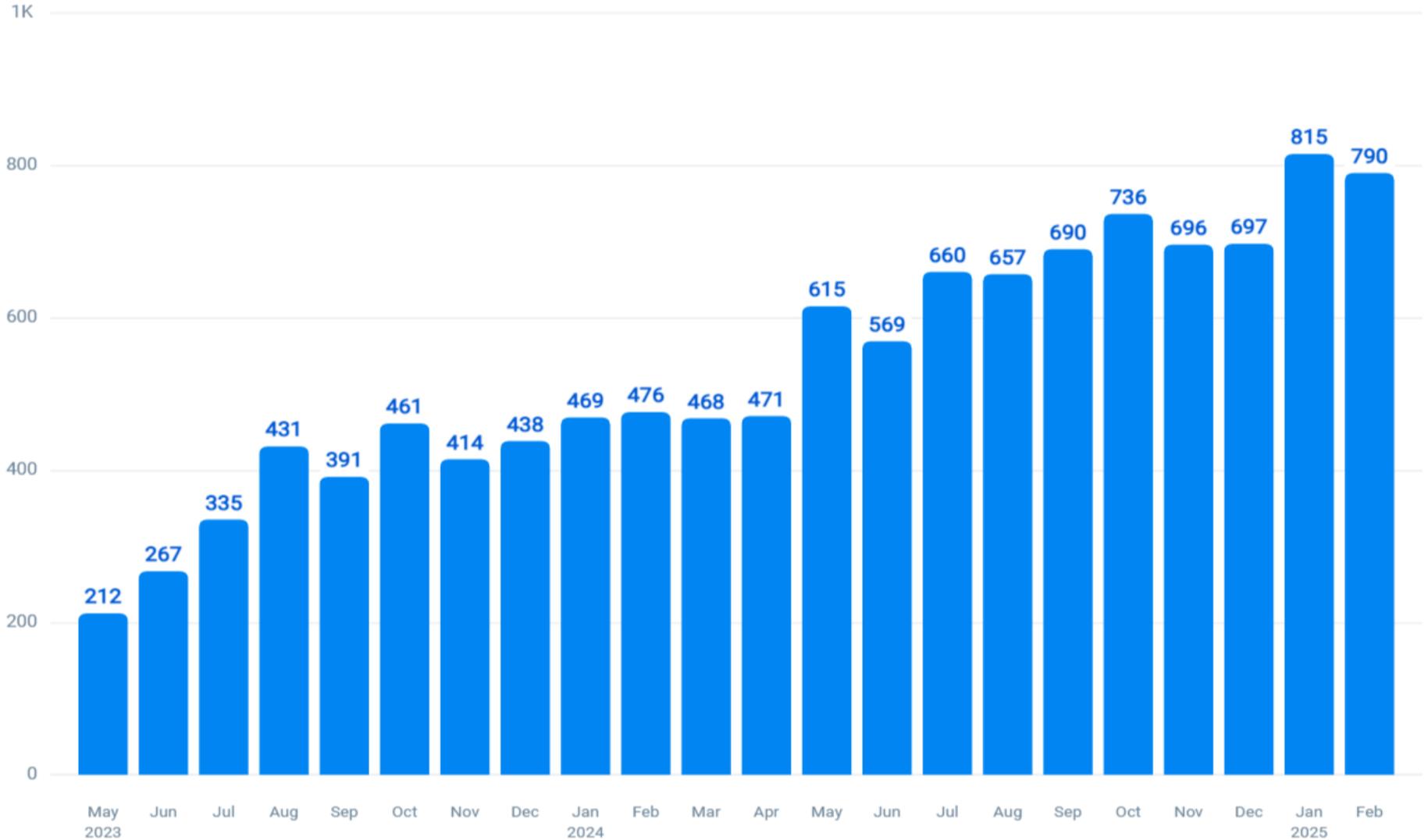
Risk Management Dashboard - 2025

Person Responsible	Measure/ Key Performance Indicator	Threshold	Q1 (Jan-Mar)	Q2 (Apr-Jun)	Q3 (Jul-Sep)	Q4 (Oct-Dec)	Annual Total
	Risk Assessments						
CMO	# Completed quarterly assessments	4	1 underway				0
CMO	# Completed high risk assessments	1	0				0
CMO	% Open action plans		31%				30.8%
	Adverse Events/ Incident Reports						
Center staff	# Adverse events	Total #/qtr	pending				0
Center staff	# Near misses	Total #/qtr	pending				0
Center staff	# Unsafe conditions	Total #/qtr	pending				0
Center staff	# Serious reportable events/Sentinel events	Total #/qtr	pending				0
Key staff	# RCAs completed per qtr.	Total #/qtr	pending				0
CMO	# Peer review audits completed (10/provider twice per year)	80%	-				#DIV/0!
	Training and Education						
RM	# Other specialty clinical training	4	1				1
CMO	Annual training completion rate	95%	49.6%				49.6%
CMO	Obstetrics training completion rate	90%	0.0%				0.0%
	Risk and Patient Safety Activities						
QI	Patient satisfaction top score rate	80%	-				0.0%
Appropriate staff	Referral completion rate	75%	73.2%				73.2%
	Claims Management						
CM	# Claims submitted to HHS	0	1				1
CM	# Claims settled or closed	0	0				0
CM	# Claims open	0	1				1
CM	# Lawsuits filed	0	0				0
CM	# Lawsuits settled	0	0				0
CM	# Lawsuits litigated	0	0				0

Behavioral Health

Visits by BH staff

Between 5/1/2023 and 2/28/2025 by month





Provider Compensation Plan

Provider Compensation Plan

Components:

Base salary +
Experience increase +
Incentive plan +
Additional (optional) shifts +
Call pay (for pediatrics)
= **Total compensation package**

New providers now with a 2-year income guarantee, if needed

Base salary:

Increased for physicians and APPs in 2024

May be reduced by 10% for poor performance in productivity or failure to complete encounters in timely fashion

Experience increase:

Flat annual increase from program graduation to max of 10 years post-training

Provider Compensation Plan

Incentive plan:

Initial productivity hurdle

Value of pool derived from RVUs (standardized Medicare work units) for **family medicine**

Value of pool derived from standard conversion factor for **pediatrics**

Productivity-based percentage tiers

Tenure-based percentage tiers

Charges (including RVUs) submitted after 30 days **not** included

Additional shifts:

Flat rate for all providers, increased 2024

Agricultural clinic – flat rate for all providers, increased 2024

Call pay:

Per 24hrs on call for pediatrics, three rates – office call, hospital weekday call, hospital weekend call



Action Items

Approval of Provider Compensation Plan

Appointment and granting of privileges
none

Documents for Board Approval
none