



**WEST CONTRA COSTA HEALTHCARE DISTRICT  
DOCTORS MEDICAL CENTER**

**BOARD OF DIRECTORS**

**WCCHD DOCTORS MEDICAL CENTER  
BOARD OF DIRECTORS  
JANUARY 21, 2015 – 4:30 P.M.  
Doctors Medical Center - Auditorium  
2000 Vale Road  
San Pablo, CA 94806**

**Board of Directors**  
*Eric Zell, Chair  
Deborah Campbell, Vice Chair  
Irma Anderson  
Nancy Casazza  
Beverly Wallace*

**AGENDA**

**SWEARING IN OF RE-ELECTED DISTRICT BOARD MEMBERS ANDERSON,  
CASSAZA AND WALLACE**

1. **CALL TO ORDER** E. Zell
  
2. **ROLL CALL**
  
3. **MINUTES OF DECEMBER 1, 2014** E. Zell
  - a. Presentation
  - b. Discussion
  - c. Public Comment
  - d. *ACTION: Approval of Minutes of December 1, 2014*
  
4. **PUBLIC COMMENTS** E. Zell

*[At this time persons in the audience may speak on any items not on the agenda and any other matter within the jurisdiction of the Board of Director*
  
5. **APPROVAL OF RESOLUTION OF EMPLOYEE OF THE YEAR** K. White
  - a. Presentation
  - b. Discussion
  - c. Public Comment
  - d. *ACTION: Approval of resolution of Employee Of The Year Resolution No. 2015-01*

6. **APPROVAL OF INTERIM CEO CONTRACT WITH 80/20, LLC.** E. Zell
- a. Presentation
  - b. Discussion
  - c. Public Comment
  - d. *ACTION: Approval of Interim CEO Contract with 80/20, LLC*

**ADJOURN**





**West Contra Costa Healthcare District**

**BOARD OF DIRECTORS**

**WCCHD DOCTORS MEDICAL CENTER  
BOARD OF DIRECTORS  
DECEMBER 1, 2014 – 4:30 P.M.  
Doctors Medical Center – Auditorium  
2000 Vale Road  
San Pablo, CA 94806**

**Board of Directors**

**Eric Zell, Chair  
Deborah Campbell, Vice Chair  
Irma Anderson  
Nancy Casazza  
Beverly Wallace**

**MINUTES**

**1. CALL TO ORDER**

The meeting was called to order at 4:30 P.M.

**2. ROLL CALL**

Quorum was established and roll was called:

*Present:*

*Eric Zell, Chair  
Irma Anderson  
Deborah Campbell  
Beverly Wallace  
Nancy Casazza*

**3. PUBLIC COMMENTS**

Mrs. M.L. Mellander: Property owners are against another parcel tax on the ballot; although we want to keep the hospital going having a few property owner's taxed is not the way.

#### 4. ADOPTION OF DMC FOUNDATION BYLAWS

Ms. Gideon introduced Mr. Bob Redlo, announcing that he has taken on the task of reinvigorating the foundation. Mr. Redlo presented that the foundation will become much more active than it has been over the last several years. To widen the purpose of the foundation while improving the needs of the residents of Contra Costa County, and to sustain a capital fund drive for the replacement hospital and address the seismic issues that must be addressed by 2020. He referred the Board to the proposed by-laws revisions as included in the Board materials.

#### Public Comments:

**Mrs. M.L. Mellandar:** I do not see why a district hospital needs a foundation. I would like to see a financial statement. Nothing in the bylaws speaks to the way healthcare is now funded, (Obama Care) because it is happening to all healthcare facilities.

Ms. Gideon reminded the Board that the Foundation already exists, as a 501©3 tax exempt organization, it provides tax benefits to those that do contribute. Contributions to the District do not provide those same benefits.

*The motion made by Director Deborah Campbell and seconded by Director Beverley Wallace to approve amendments to foundation bylaws passed unanimously.*

#### 5. APPOINTMENT OF DMC FOUNDATION BOARD MEMBERS

Mr. Redlo presented the following slate for appointment: : Director Deborah Campbell, Dr. William Van Dyke, Dr. Ron Sato, Harry Bergland, Janasha Higgins, Lorenzo Friar, Ruth Vasquez-Jones, Bob Redlo, James Richardson, Dexter Visenau and Ken Larson.

Mr. Redlo shared that the Foundation would be kicking off with an Art Event on December 17, 2014 with art work donated by Dr. Gourlay.

#### Public Comment:

Mrs. Mellander: Members of the foundation are urged to put up a website with a link to WCCHD website that has our financials posted.

*The motion made by Director Deborah Campbell and seconded by Nancy Casazza to approve acceptance of the proposed slate of Foundation Board members passed unanimously.*

#### 6. ASSOCIATION OF CALIFORNIA HEALTHCARE DISTRICTS UPDATE AND CERTIFICATION

Presentation deferred.

THE MEETING WAS ADJORNED AT 4:45 P.M.



**WEST CONTRA COSTA HEALTHCARE DISTRICT**

**RESOLUTION NO. 2015-01**

**RESOLUTION EMPLOYEE RECOGNITION**

WHEREAS, Mr. Martin Goldie has demonstrated commitment to the mission, vision and values of Doctors Medical Center and has provided consistent and outstanding customer service as acknowledged by his peers;

WHEREAS, Mr. Martin Goldie has voluntarily participated in community outreach and educational programs on behalf of Doctors Medical Center, promoting community health education and disease prevention;

WHEREAS, he has contributed to the financial health of Doctors Medical Center through demonstrated cost savings and has contributed to the learning and growth of his department through leadership and exemplification of professional service behaviors;

WHEREAS he has shown commitment to Doctors Medical Center, our patients, and the surrounding community;

NOW, THEREFORE, BE IT RESOLVED that the West Contra Costa Healthcare District Board and recognizes and thanks Mr. Martin Goldie for his dedication to the community, this hospital and the many patients we serve.

**PASSED AND ADOPTED** by the Governing Body of the Board of Directors of the West Contra Costa Healthcare District on this 21st day of January, 2015, by the following vote:

AYES:

NO:

ABSTAIN:

---

Eric Zell, Chair of the Governing Body

---

Nancy Casazza, Secretary of the Governing Body



January 15, 2015

Mr. Eric Zell  
Chairman, Board  
Doctors Medical Center  
2000 Vale Road  
San Pablo, CA 94806

Dear Mr. Zell,

Effective on this day, January 21, 2015, eighty20 healthcare consulting (e20) and Doctors Medical Center agree to the following:

1. e20 has a professional candidate, Kathy White, to fill Client's position of Interim Chief Executive Officer and Chief Operating Officer beginning February 1, 2015 to be on-sight four (4) day a week for 90 days.
2. If the client or candidate chooses to terminate their relationship with a thirty (30) day notice (after the candidate is in place), the relationship will be terminated with no replacement by e20.
3. Services: e20 will manage the following and assist the Client throughout the agreement. e20's services will include:
  - a. Assure candidate is providing services per the job description of Interim Chief Executive Officer and Chief Operating Officer.
  - b. Ensure client satisfaction throughout tenure of the engagement.
  - c. Be available to discuss the candidates' performance at any time.
4. Fee: Once the Client has interviewed and accepted a candidate for the defined interim role, Client agrees to pay e20 (for the services provided) as follows:
  - a. Daily Rate: Two thousand five hundred dollars a day, paid every 15 days following the candidate's first day on-site. The existing retainer will be deducted from the last month of work.
5. Client will be responsible for providing the interim candidate with housing, meals, rental car, and weekly airfare.
6. Candidate will abide by Doctors Medical Center expense reimbursement policy and will bill client directly on the Doctor's Medical Center Expense Report form.

7. Any business expenses incurred by the candidate at the request of the Client will be reimbursed to the candidate directly by the Client.
8. Both the client and the candidate will commit to a minimum of a 90-day engagement. Because of the special nature of this assignment e20 will not be able to replace this Candidate if the Doctors Medical Center or e20 chooses to terminate the assignment.

If you are in agreement with the terms of this contact, please sign below.

Sincerely,

---

**Kathy D. White, RN**  
*Principal*

---

**Date**

---

**Eric Zell, Chairman**  
*Doctors Medical Center*

---

**Date**



# Kathy White MS, RN

1

With over 30 years experience, Kathy White is a seasoned healthcare executive with a values-based leadership style and strong clinical background. She has worked throughout the United States and in Canada in hospital systems ranging from rural community to academic tertiary care centers, in both union and non-union environments.

Educated and trained in the United States, Ms. White's career began as a critical care nurse. After obtaining her Master of Science, Ms. White's leadership was focused on spearheading innovative programs integral to the opening a new, large academic tertiary care health science center in New York. She then moved into senior executive leadership positions that centered on improving hospital operations in highly complex multi-hospital systems. For the past decade, Ms. White has provided the operations leadership in several successful turnaround projects across the country involving fiscal improvements of as much as \$4M per month. In addition, as a consultant working with senior executive teams, she has focused on identifying various team members' strengths and opportunities for growth towards achieving operational improvements.

Ms. White's clinical background is critical in her leadership of improving operations. She has repeatedly demonstrated the ability to promote the clinical quality of the organization while balancing the need for sound stewardship.

She is a graduate of University of Pittsburgh with a B.S. in Nursing, and obtained her M.S. from State University of New York at Stony Brook where she was also a Clinical Assistant Professor. She is a member of the American Organization of Nurse Executives and has served on the national board and on various strategic committees. She was a member of the Catholic Healthcare Association Healthcare Reform Task Force in Washington DC, AHA Task Force on Patient Bill of Rights and addressed Congress in February of 2000 at the AHA BBA Rally. She is a founding member and consultant of the Critical Care Management Consultants.

Ms. White has authored several publications and is a national presenter on issues related to the clinical environment, workforce and executive leadership.

**KATHY WHITE, RN, MS**  
**Principal**

**Executive Profile**

Health care executive with a **values-based leadership style** and **strong clinical and operations expertise**. Particularly effective in the development and implementation of **healthcare strategies**. Able to **energize work teams** through strong **communication skills** with all stakeholders: physicians, staff, board members, and community. Proven record of **operational management** in **difficult environments** requiring **constant redesign**. **A passion for making a difference** in caring for others while balancing the resources for **business success**.

**Areas of expertise include:**

Executive Leadership  
Clinical Business Coaching  
Physician collaboration  
Operations management  
Energetic communication style  
Organization of complex systems  
Outcomes-methodology towards improvement efforts  
Employee and union  
Public Speaking  
Work redesign  
Values-based leadership

**LICENSES and EDUCATION:**

Bachelor of Science in Nursing, University of Pittsburgh, Pittsburgh, PA  
Masters of Science, State University of New York at Stony Brook  
Registered Nurses licensed currently CA and NM

**WORK HISTORY:**

**eighty20 healthcare consulting, Principal and Founder  
(2010-present)**

Co-founded firm that focuses on improving hospital operations using the Pareto Principle which states that, in most things, one can achieve 80 percent of what is possible, through focusing on 20 percent of the opportunities. Using a collaborative and mentoring approach Kathy and her team focus on improving the quality and costs in hospital operations. Specific services include clinically driven work redesign,

total labor resource management, clinical resource management and sustainability, interim management.

***Healthcare Executive Consultant  
(2002-2010)***

Kathy works in hospital and healthcare system operations. She has provided both consulting and interim management (C-Suite), most often in turnaround situations. She is involved in assessing and providing action-focused solutions to improve processes and medical, staff and hospital working relationships. Her assignments focus on the strategic, operational and structural assessments and redesigns of operations. She is active in the consolidations of multi-campus hospitals into systems and in organizing systems to promote accountability and outcome. In addition, she provides interim senior leadership as required by the assignment.

Some of her engagements include:

- Chenango Memorial Hospital (UHS) Norwich, NY
- Greater Hazleton Health Alliance Hazleton, PA
- Memorial Medical Center Las Cruces, NM
- Forum Health Youngstown, OH
- St. Peter's Medical Center Olympia, WA
- St. Mary's Medical Center Walla Walla, WA
- Liberty Health System Jersey City, NJ
- Doctors Medical Center San Pablo, CA
- Kaiser Sunnyside Medical Center Portland, OR

***St. Joseph Healthcare System, Albuquerque, New Mexico  
(1992- 2002)***

- **Vice President, Operations**
  - **July 2000-2002**
- **Vice President, Clinical Integration**
  - **November, 1996-July, 2000**
- **Associate Vice President, Patient Care Services**
  - **April, 1993-November, 1996**
- **Assistant Administrator, Patient Care Services**
  - **April 1992-April, 1993**

Progressive leadership as CNO through VP, Operations for a five hospital healthcare system, in high risk managed care environment. Focus on financial,

quality and service productivity, physician relationships and strategic planning for operations.

***University Hospital at Stony Brook, Stony Brook, NY  
(1983- 1992)***

- Clinical Nurse Specialist, Critical Care; Director of Critical Care

***Critical Care Nurse, 1975-83***

- Opportunity to work as a critical care nurse throughout the U.S. and in Canada

***Professional and committee activities, teaching appointments, presentations and publications available on request***