



Lakeside Health Advisory Board

September 6, 2023

**Group Photo
9:00 A.M.**

**Meeting
9:30 A.M.**

Meeting Location:

Lakeside Medical Center
39200 Hooker Highway
Belle Glade, FL 33430



**LAKESIDE HEALTH ADVISORY BOARD
AGENDA**

September 6, 2023 at 9:30 a.m.

39200 Hooker Highway

Belle Glade, FL 33430

1. Call to Order – Eddie Rhodes, Chair

- A. Roll Call
- B. Invocation
- C. Pledge of Allegiance

2. Agenda Approval

- A. Additions/Deletions/Substitutions
- B. Motion to Approve Agenda

3. Awards, Introductions and Presentations

None

4. Disclosure of Voting Conflict

5. Public Comment

6. Election of Officers (Bernabe Icaza)

7. Meeting Minutes

- A. **Staff recommends a MOTION TO APPROVE:**
Board Meeting Minutes of June 2023 [Pages 1-4]

8. Consent Agenda – Motion to Approve Consent Agenda Items

- A. **ADMINISTRATION**

8A-1 RECEIVE AND FILE:

September 2023 Internet Posting of District Public Meetings

<https://www.hcdpbc.org/resources/public-meetings?retain=true&RefineModule=1352&StartTax=69&StartDate=&Keywords=&RefineParent=74>

8A-2 RECEIVE AND FILE:

Lakeside Health Advisory Board Attendance [Page 5]

9. Regular Agenda

A. ADMINISTRATION

9A-1 RECEIVE AND FILE

Transition – Organizational Changes (Candice Abbott and Regina All)
[Verbal and PowerPoint]

9A-2 RECEIVE AND FILE

Medical Staff and GME Updates (Dr. Jennifer Dorcé-Medard)
[Verbal and PowerPoint]

9A-3 RECEIVE AND FILE

Hospital Update (Janet Moreland) [Verbal and PowerPoint]

10. Staff Comments

11. Board Member Comments

12. Establishment of Upcoming Meetings for 2023:

- **December 6, 2023**

Time: 9:30 a.m. – 11:30 a.m.

13. Motion to Adjourn



**LAKESIDE HEALTH ADVISORY BOARD
MINUTES**

June 7, 2023 at 9:30 a.m.

**JOIN ZOOM MEETING
at
Lakeside Medical Center
39200 Hooker Highway
Belle Glade, FL 33430**

1. Call to Order – Eddie Rhodes, Chair

A. Roll Call

Board Members present: Eddie Rhodes, Chair; Inger Harvey, Vice Chair; Carolyn Jones; Tammy Jackson-Moore and Wesley Ledesma

Absent: Dr. LaTanya McNeal, Secretary and Caroline C. Villanueva

Staff and Guests: Geoff Washburn, VP & CHRO; Regina All, SVP & CNO; Bernabe Icaza, SVP & General Counsel; Karen Harris, VP of Field Operations; Janet Moreland, Associate Vice President of LMC

Transcribing Secretary: Joe-Ann Reynolds

B. Invocation

Eddie Rhodes led the invocation.

C. Pledge of Allegiance

The Pledge of Allegiance was recited.

2. Agenda Approval

A. No Additions/Deletions/Substitutions

B. Motion to Approve Agenda

CONCLUSION/ACTION: Tammy Jackson-Moore made a motion to approve the agenda with no Additions/Deletions/Substitutions; the motion was duly seconded by Inger Harvey. There being no objection, the motion passed unanimously.

3. Awards, Introductions and Presentations

None

4. Disclosure of Voting Conflict

None

5. Public Comment

None

6. Meeting Minutes

- A. **Staff recommends a MOTION TO APPROVE:**
Board Meeting Minutes of March 1, 2023.

CONCLUSION/ACTION: Wesley Ledesma made a motion to approve the meeting minutes of March 1, 2023, as written with no corrections; the motion was duly seconded by Inger Harvey. There being no objection, the motion passed unanimously.

7. Consent Agenda – Motion to Approve Consent Agenda Items

A. **ADMINISTRATION**

7A-1 **RECEIVE AND FILE:**

June 2023 Internet Posting of District Public Meetings

<https://www.hcdpbc.org/resources/public-meetings?retain=true&RefineModule=1352&StartTax=69&StartDate=&Keywords=&RefineParent=74>

7A-2 **RECEIVE AND FILE:**

Lakeside Health Advisory Board Attendance

CONCLUSION/ACTION: Tammy Jackson-Moore made a motion to approve the Consent Agenda items with no Additions/Deletions/Substitutions; the motion was duly seconded by Inger Harvey. There being no objection, the motion passed unanimously.

8. Regular Agenda

A. **ADMINISTRATION**

8A-1 **RECEIVE AND FILE**

Recruitment Initiatives (Geoff Washburn, Vice President of Human Resources)
[Verbal and PowerPoint]

Geoff Washburn provided the following updates on Human Capital and Strategies, as per PowerPoint presentation:

- Provided Employment Status and Employee Demographics Update for Health Care District of Palm Beach County (HCDPBC)
- Provided Turnover and Recruitment Update for HCDPBC

- Market Information:
 - **Local Competition for Resources:**
 - Avenir in Palm Beach Gardens: Jupiter Medical Center/University of Florida Neighborhood Hospital to open in 2024
 - Jupiter: Jupiter Medical Center 92-bed tower to open in 2025
 - Palm Beach Gardens: Universal Health Services building 270 bed hospital to open in 2024
 - Palm Beach Gardens: Encompass Health 50-bed rehab hospital
 - HCA Florida Palms West Hospital expansion – Level III NICU opened in 2023
 - Nursing Forecast in Florida
 - 2023: Shortage of some 23,809 RNs
 - 45% increase in labor costs
 - Turnover trends indicate deficit will continue to grow
 - Florida is expected to have a shortage of over 59,000 nurses by 2035
- Additional Considerations
 - Aging workforce (avg. age in U.S. is 51)
 - School limitations on faculty, budget and staff to meet healthcare demand
 - Population growth (baby boomers) and seasonality
 - Burnout through the pandemic
 - Cost of living
 - Takes over 60 days to hire 41.6% of RN positions in Florida
- Variety Solutions
 - Internal
 - Talent Acquisition
 - Clinical Float Pool
 - Grow & Develop Current Talent
 - Retention Strategies
 - External
 - School Affiliations
 - Referral programs
 - Sign on Bonuses
 - Social Media Presence
 - Boomerang Campaign
 - International Recruitment
- Talent Acquisition
 - Creative, proactive sourcing
 - Boomerang campaign
 - International recruitment
 - Job fair/Open houses
 - Social media/Sponsored ads

- Employee Referral Program
 - Competitive compensation strategies
- Takeaway: Investing in clinical workforce to stay competitive

The Board Members were given an opportunity to ask questions.

CONCLUSION/ACTION: Received and filed.

8A-2 RECEIVE AND FILE

Hospital Update (Janet Moreland) [Verbal and PowerPoint]

Janet Moreland provided the following updates:

1. MRI
2. Bone Density
3. Community Involvement
4. GE Muse - EKG Machine
5. Anesthesia Services

The Board Members were given an opportunity to ask questions.

CONCLUSION/ACTION: Received and filed.

9. Staff Comments:

None

10. Board Member Comments:

Wesley Ledesma provided the following updates:

- Belle Glade 4th of July Event
 - 4,000 -5,000 people are expected to attend this event
 - Free event for the community
- Complimented the Emergency Department's staff for the amazing work that they do for the community.

11. Establishment of Upcoming Meeting for 2023:

- September 6, 2023
- December 6, 2023

Time: 9:30 a.m. – 11:30 a.m.

12. Motion to Adjourn

There being no further business, the meeting was adjourned at 10:40 a.m.

Dr. LaTanya McNeal, Secretary

Date



LAKESIDE HEALTH ADVISORY BOARD
 Lakeside Medical Center
 39200 Hooker Highway
 Belle Glade, FL 33430

ATTENDANCE

2023

Member	March 1, 2023	June 7, 2023	September 6, 2023	December 6, 2023
Eddie Rhodes, Chair	Yes	Yes		
Inger Harvey, Vice Chair	Absent	Yes		
Caroline C Villanueva	Absent	Absent		
Dr. LaTanya McNeal	Yes	Absent		
Carolyn Jones	Yes	Yes		
Tammy Jackson-Moore	Yes	Yes		
Wesley Ledesma	Yes	Yes		