

IV. Attachments

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Reference	Description
Attachment 1	Service Line Summary

Clinical Service Line	HMC	HMC-S
Anesthesiology	✓	✓
Asthma Care	✓	
Audiology	✓	
Cardiology	✓	✓
Cancer Care	✓	
Diabetes Care	✓	✓
Dialysis	✓	✓
Ear, nose & throat	✓	✓
Emergency Care	✓	✓
Gastroenterology	✓	✓
Health & Fitness Services	✓	✓
Home Health	✓	✓
Hospice Care	✓	✓
Hospitalist	✓	✓
Internal Medicine	✓	✓
Laboratory Services	✓	✓
Neurosciences	✓	✓
Occupational Health Services	✓	
Ophthalmology	✓	✓
Orthopedics	✓	✓
Pain Management	✓	
Palliative Care	✓	✓
Pastoral Care	✓	✓
Pathology	✓	✓
Pediatrics	✓	✓
Pharmacy	✓	✓
Podiatry	✓	✓
Pregnancy & Birth	✓	✓
Radiology & Diagnostic Imaging	✓	✓
Rehabilitation & Therapy	✓	✓
Sleep Disorder Treatment	✓	
Surgery	✓	✓
Transitional Services	✓	
Urology	✓	✓
Women's Health	✓	✓
Wound Care	✓	✓

✓ - Service Line Present at Location

Reference	Description
Attachment 2	Financial Assistance Policy



Origination: 12/12/2016
Last Approved: 11/23/2021
Last Revised: 11/23/2021
Next Review: 11/22/2024
Owner: *Tabitha Marshall:
Executive Assistant*
Policy Area: *Board of Trustees*
Standards & Regulations:
References:

Financial Assistance Policy including Charity Classification, 2.1003

POLICY STATEMENT:

Hendrick health, including Hendrick North, Hendrick South, and Hendrick Brownwood will provide medically necessary and appropriate treatment to all individuals regardless of their ability to pay. In compliance with IRS Section 501(r), this approved policy fulfills the requirement that Hendrick Health's financial assistance policy and billing and collections policy be adopted by an authorized governing body of the hospital.

RULES:

1. There will be no discrimination under these policies related to eligibility or the provision of assistance because of race, color, creed, religion, sex or national origin.
2. Emergent or Medically Necessary services are defined as inpatient and outpatient services for uninsured or underinsured patients who cannot afford to pay for hospital services according to the guidelines of this policy. Financial assistance does not include contractual allowances from government programs and Insurance, or Uninsured Patient discounts, but may include insurance co-payments or deductibles or both as well as exhausted benefits. Qualified patients will have no obligation, or a discounted obligation to pay for any services received which are deemed to be eligible under the Hospital's Financial Assistance Program.
3. Assistance will only be considered after all efforts to obtain third party coverage have been exhausted.
4. Applicants must provide accurate and complete information regarding their financial circumstances by completing an application or Request for Assistance (RFA). Applications can be obtained at no cost through the Resource Assistance office on each of the hospital campuses or, by calling the Resource Assistance office at 325-670-4160, through the Emergency Department, or going online at www.HendrickHealth.org. Applications and required financial documentation must be returned to the Financial Assistance Office for review. The Resource Assistance Office is also available to assist individuals in completing the Financial Assistance Application. Misrepresentation of any facts may be cause for denial of assistance.

- Hendrick North Campus 1900 Pine Street, Abilene, TX 79601
- Hendrick South Campus 5302 Buffalo Gap Rd, Abilene, TX 79606
- Hendrick Brownwood Campus 1501 Burnett Rd, Brownwood, TX 76801

5. The Financial Assistance Policy will be made available on the Public Website and is readily available at all registration areas including the Emergency Department. A Spanish translation of the Financial Assistance Policy can be requested by calling the Business Office at 325-670-2434 or the Resource Assistance Office at 325-670-4160.
6. The applicant is responsible for providing all supporting documentation required by the program. Failure to furnish required information within established time frames will be cause for denial. The facility will make every reasonable attempt through two letters to contact the patient for requested information. If the requested information is not received, the facility will begin the statement and collection process outlined in #18.
7. The applicant will be notified in writing of approval or denial. Reason for denial will be stated.
8. If an applicant is denied for assistance he or she has the right to appeal the decision by writing a letter of appeal to the Assistant VP of Revenue Cycle. The letter should be delivered or mailed to 1900 Pine Street, Abilene, TX 79601.
9. The level of assistance is based on household income (which includes cash assets) and family size. Household income will be compared to Federal Poverty Income Levels (FPIL) adjusted for family size. To qualify as a member of the household, one must be an immediate family member of minor age or a full time student. Poverty guidelines are updated annually.
When household income is below 250% of the FPIL the applicant will be granted full assistance or 100% of billed charges.
When household income is above 250% of the FPIL the applicant will be granted partial assistance. This means the applicant will pay a portion of the Gross Billed charges. The discounts are applied according to the "sliding scale" below. Hendrick Health will not charge any Financial Assistance eligible person more than the AGB amount.
10. Hendrick Health will use the look back method to ensure approved financial assistance applicants are not being billed more than the amounts generally billed to individuals having insurance coverage. Payments from Commercial payers (including patient share) will be used to determine this percentage. The lookback method will be calculated at the end of each selected 12 month period and the AGB percentage will become effective no later than 120 days from the end of the 12 month period. This amount will be calculated on an annual basis and be reflected in the Financial Assistance Policy. The public may request a written explanation of the methodology for obtaining the AGB by requesting through the Business Services Office at 325-670-2437.

**HENDRICK MEDICAL CENTER
INCOME BASED DISCOUNT MATRIX FOR
09/01/2016**

Based on HHS poverty guidelines information located at <http://aspe.hhs.gov/poverty/poverty.htm> \$11,880.00 for the first family member and \$4,160 for each additional family member.

			FAMILY SIZE & INCOME									
			1	2	3	4	5	6	7	8	9	10
FPI/MONTH			990	1,335	1,680	2,025	2,370	2,715	3,061	3,408	3,754	4,101
FPI/YEAR			11,880	16,020	20,160	24,300	28,440	32,580	36,730	40,890	45,050	49,210
DISCOUNT PATIENT %	INCOME AS A % OF FPI	FAMILY SIZE & INCOME (including Cash Assets)										
		1	2	3	4	5	6	7	8	9	10	
100%	0%	250%	29,700	40,050	50,400	60,750	71,100	81,450	91,825	102,225	112,625	123,025
98%	2%	251% - 260%	30,888	41,652	52,416	63,180	73,944	84,708	95,498	106,314	117,130	127,946
95%	5%	261% - 270%	32,076	43,254	54,432	65,610	76,788	87,966	99,171	110,403	121,635	132,867
92%	8%	271% - 280%	33,264	44,856	56,448	68,040	79,632	91,224	102,844	114,492	126,140	137,788
90%	10%	281% - 290%	34,452	46,458	58,464	70,470	82,476	94,482	106,517	118,581	130,645	142,709
88%	12%	291% - 300%	35,640	48,060	60,480	72,900	85,320	97,740	110,190	122,670	135,150	147,630
86%	14%	301% - 325%	38,610	52,065	65,520	78,975	92,430	105,885	119,373	132,893	146,413	159,933
84%	16%	326% - 350%	41,580	56,070	70,560	85,050	99,540	114,030	128,555	143,115	157,675	172,235
82%	18%	351% - 375%	44,550	60,075	75,600	91,125	106,650	122,175	137,738	153,338	168,938	184,538
80%	20%	376% - 400%	47,520	64,080	80,640	97,200	113,760	130,320	146,920	163,560	180,200	196,840
> 400%			Not Financially Eligible for Income Based Discounts - Consider for Medical Indigency or Uninsured Discount									

11. Once Financial Assistance eligibility is determined, the individual will not be charged more for emergency or other medically necessary care than the amounts generally billed (AGB) to individuals who have insurance covering such care.
 - The Hospital reserves the right to limit charity care on a monthly and annual basis consistent with Texas state law and the right to refuse Financial Assistance for elective services. Income based discounts for qualified applicants are available for all emergency and other medically necessary care provided by the hospital.
12. The following information is required for consideration for Financial Assistance Eligibility:
 - Gross household income
 - Cash Assets
 - Family Size
 - Employment Status
 - Bank Statements (2 month minimum)
 - Other financial resources such as unemployment benefits
 - Other financial obligations
 - The amount and frequency of hospital/medical bills
 - Federal Poverty Income Guidelines
 - Completion of the Hospital's Financial Assistance application form with supporting documentation received within the required time frame.

- Most current tax return or current income verification
 - Pay Stubs (2 month minimum)
 - Social Security award letter, proof of deposit or copy of SS check
 - Veterans Administration letter, proof of deposit or copy of VA check
 - Detail or monetary amount of level of support being provided by the indigent care providers such as Red Cross and/or household members or letter of gross income from employer.
 - Payer exhausted benefit coverage for covered services to determine presumptive eligibility
13. Cash assets are included in determining income. Cash assets are defined as current cash value of checking account, savings account, cash surrender value of Life Ins, stocks, bonds CD's, mutual funds, and other similar investments.
14. A Medically Indigent patient is a person with a catastrophic illness or injury whose unpaid hospital charges exceed their ability to pay and their gross household income does not exceed 400% of the current Federal Poverty Guidelines. The amount owed by the patient on the hospital bill after payment by third party payers must meet or exceed 20% of their annual gross household income. Patients must complete a financial assistance application provide all required financial documentation (#13) and be determined eligible as a medically indigent patient to have their financial obligation discounted. The Medically Indigent discount will coincide with the income based discount matrix in # 10.
15. Bad debts will be considered for assistance if they are 6 months or less old from the date of application. If a bad debt is older than 6 months old, a letter can be written to the Business Office Supervisor explaining circumstances and why the applicant would like for the account to be considered for assistance. Each patient is looked at case by case and it is also taken into consideration if the applicant has a payment history on active accounts.
16. Financial indigence status is granted and reviewed on a six-month basis from the date of application.
17. When a patient portion is assigned as a result of the sliding scale, an acceptable payment plan is expected. If nonpayment occurs, the account will be moved through the collection process to a collection agency with possible debt reporting. The account will be aged no less than 300 days prior to going to bad debt.

- Collection Process

1. Four patient statements to be mailed to patients address on file. Statements sent in 30 day increments up to 150 days.
2. Placement with primary collection agency. Average placement 150 days. Agency will send a minimum of one letter and will attempt multiple calls.
3. Placement with secondary collection agency. Agency will send a minimum of one letter and will attempt multiple calls.

18. Approval for assistance must come from the appropriate level of management. Applications are reviewed and approved at the Business Services Supervisor level. Any single discounts over \$10,000 must be approved on a transaction by transaction basis according to the table below.

\$10,000 -\$50,000	Assistant VP Revenue
Over \$50,000	Chief Financial Officer or his designee

19. Presumptive eligibility is granted to currently qualified Medicaid, CIHCP, and Alliance for Women and Children recipients. Presumptive Eligibility is awarded at 100%.

20. Income Based Discounts (IBD)/charity adjustments for qualified Medicaid, CIHCP, and Alliance for Women and Children recipients require only proof of eligibility through NextBar/Passport and/or system notes. Authorization as outlined in rule #19 will apply.
21. Presumptive eligibility is also determined by using a third-party (PARO) to conduct an electronic review of patient information to assess financial need. This review utilizes a healthcare industry recognized predictive model that is based on public record databases. The model's rule-based, electronic technology is calibrated to Hendricks historical approvals for financial assistance under the general application process. Any payments made to presumptive eligibility accounts will be refunded upon completion of the written application for charity assistance.
22. Any services for Crime Victim patients who have services after 30 consecutive days and related to the crime will be considered for charity if required documentation is provided. Presumptive Eligibility is awarded at 100%
23. Presumptive eligibility is granted to deceased patients who have no will to be probated. Presumptive Eligibility is awarded at 100%
24. For deceased patients with an account balance \$2,500.00 or less only minimal evidence will be required to demonstrate there is no estate or no other responsible party this qualifying the visit for assistance. Presumptive Eligibility is awarded at 100%
25. For homeless patients they must have no temporary or permanent address and make a declaration that they are homeless. Research must be done by using all resources available to establish that the patient is homeless. Presumptive Eligibility is awarded at 100%
26. Self-pay, uninsured patients are granted a 35% discount upon verification of no insurance and offered additional 15% discount for payment in full within 30 days of bill date.
27. Hendrick Clinic and HAN providers follow the charity care policy specific to those providers.

Attachments

No Attachments

Approval Signatures

Approver	Date
Jeremy Walker: Hendrick Health VP, Chief Financial Officer	11/23/2021
Pam Light: Administrative Coordinator	11/18/2021

Reference	Description
Attachment 3	Listing of Open Positions

Job Title	Job Code	Date Posted	Department Code
Nurse Aide I	9434	1/31/2020	CCS C3 PCU/Tele
Coder I	5535	2/10/2020	HIS Health Information Svcs
Registered Nurse, Pool	2443	4/7/2020	COVID-19
Cert Surgical Technologist, MSC	3447	4/30/2020	MSC TX Midwest Surgery Center
Nurse Aide I	9434	5/28/2020	CCS Sitters
Licensed Vocational Nurse I	3441	6/17/2020	MSN J8 Ortho
Physical Therapist, Pool	2263	6/17/2020	H/C Housecalls Med Physical Th
Licensed Vocational Nurse, CHS	3438	6/30/2020	CHS Corr Hlth Svcs-Robertson
Licensed Vocational Nurse, CHS	3438	6/30/2020	CHS Corr Hlth Svcs-Robertson
Care Coordinator-LVN	2445	7/3/2020	Hendrick Clinic Referral & Scheduling
Admitting Representative I	5550	7/7/2020	ADS Admissions
Registered Nurse	2438	7/8/2020	MSN A3 Oncology
Registered Nurse	2438	7/22/2020	CCS C5 PCU/Tele
Cert Reg Nurse Anesthetist	2598	8/17/2020	
Registered Nurse	2438	8/26/2020	CCS A 5 Observation Unit
Registered Nurse	2438	9/4/2020	MSN P7 Med Surg Tele
Cashier/Payment Poster	5109	9/23/2020	BSN Business Services Mngmnt
Registered Nurse	2438	11/2/2020	SS Critical Care Unit
Nurse Aide Pool	9469	11/6/2020	TWC Centralized Support Svcs
Registered Nurse	2438	11/11/2020	CCS Prof OnBoarding
Registered Nurse	2438	11/11/2020	CCS Prof OnBoarding
Registered Nurse	2438	11/12/2020	SS PCU Tele
Ultrasound Technologist I	3654	11/19/2020	RAD Radiology Ultrasound
Access Center Representative I	5066	11/23/2020	Hendrick Clinic Referral & Scheduling
Registered Nurse	2438	11/27/2020	SS General surgery-Med/Surg
Registered Nurse	2438	11/27/2020	SS Ortho Med Surg
Cert Surgical Technologist II	3461	11/27/2020	SS Operating Room
Cert Surgical Technologist II	3461	11/27/2020	SS Operating Room
Registered Nurse	2438	12/1/2020	SS Labor & Delivery-Recovery R
Nursing Clerk	5405	12/2/2020	SS PCU Tele
Registered Nurse	2438	12/3/2020	MSN P6 Surgical Unit
Nurse Aide I	9434	12/11/2020	CS P3/CICU/IMCU
Registered Nurse	2438	12/11/2020	SS Critical Care Unit
Cert Surgical Technologist II	3461	12/11/2020	SS Labor & Delivery-Recovery R
Cysto Tech	9418	12/15/2020	SRS OR - Operating Room
Licensed Vocational Nurse, HPN	3404	12/15/2020	Hendrick Clinic Cardiology
Physical Therapist, Pool	2263	12/23/2020	ARS Acute Physical Therapy
Maternal Fetal QAPI Coordinator	2577	1/21/2021	PIM Chest Pain/Stroke
Clinical Therapist I	3275	1/25/2021	SS Respiratory Therapy
Medical Technologist	2305	1/29/2021	SS Pathology Clinical
Registered Nurse	2438	1/29/2021	SS Ortho Med Surg
Groundskeeper	8005	2/5/2021	GRD Grounds
RN-TMSC Float	2459	2/12/2021	MSC TX Midwest Surgery Center
CT Scan Technologist I	3625	2/22/2021	RAD Radiology CT Scanner
Sterile Compounding Technician	3820	2/25/2021	PHM Pharmacy - Main
Registered Nurse-Cath Lab	2400	3/2/2021	SS Cardiac Cath Lab
Case Manager	2564	3/3/2021	H/C Housecalls Med Skilled Nsg
Groundskeeper	8005	3/5/2021	GRD Grounds

Job Title	Job Code	Date Posted	Department Code
CL Tech II	3600	3/16/2021	SS Cardiac Cath Lab
Registered Nurse	2438	3/23/2021	SS Labor & Delivery-Recovery R
Float Certified Medical Assistant - Hybrid	9809	3/23/2021	MSC TX Midwest Surgery Center
Registered Nurse	2438	3/31/2021	TWC Trauma Center
Linen Svcs Tech	9101	4/8/2021	ENV Linen Distribution
Clinical Applications Analyst I	3929	4/12/2021	ISS Clinical Informatics
Licensed Vocational Nurse, CHS	3438	4/14/2021	CHS Corr Hlth Svcs-Middleton
Registered Nurse	2438	4/19/2021	TWC Trauma Center
Nursing Clerk	5405	4/19/2021	TWC Trauma Center
Registered Nurse	2438	4/22/2021	SRS OR - Operating Room
Registered Nurse	2438	4/22/2021	SRS OR - Recovery Room PACU
Phlebotomist I	3300	4/22/2021	SS Pathology Clinical
Exercise Physiologist	3500	5/4/2021	SS Cardiac Rehab
Licensed Vocational Nurse, CHS	3438	5/4/2021	CHS Corr Hlth Svcs-Middleton
Patient Placement Specialist I	5560	5/4/2021	ADS Admissions
Ultrasound Technologist I	3654	5/7/2021	SS Radiology-Ultrasound
Registered Nurse	2438	5/10/2021	CS P3/CICU/IMCU
RN, PACU	2438	5/10/2021	SRS OR - Recovery Room PACU
Transporter I	9456	5/11/2021	ENV-Centralized Transpor
Assistant Nurse Manager, Nursing	2610	5/14/2021	CCS Critical Care Unit
Groundskeeper	8005	5/17/2021	GRD Grounds
Physical Therapist Asst, Pool	3261	5/17/2021	H/C Housecalls Med Physical Th
Service Desk Support Specialist I	3922	5/19/2021	ISS Information Systems
Licensed Vocational Nurse I	3442	5/21/2021	TWC Trauma Center
Paramedic	3497	5/28/2021	TWC Trauma Center
Environmental Svcs OR Tech I	9194	6/3/2021	ENV Env Services-Main
Retail Specialist I	4100	6/4/2021	VOL Gift Shop
Nurse Manager, Acute Nursing	2583	6/7/2021	SS Labor & Delivery-Recovery R
Attendant I	9401	6/8/2021	SRS OR - Operating Room
Medical Technologist	2305	6/9/2021	HRL Pathology Clinical
Patient Care Tech	9430	6/10/2021	SS Ortho Med Surg
Nursing Clerk	5405	6/11/2021	SS Labor & Delivery-Recovery R
Certified Medical Assistant	9807	6/14/2021	Hendrick Clinic Cardiovascular
Licensed Vocational Nurse, HPN	3404	6/14/2021	Hendrick Clinic Cardiovascular
Registered Nurse - Surgical Services	2435	6/14/2021	SS Operating Room
Registered Nurse - Surgical Services	2435	6/14/2021	SS Operating Room
Registered Nurse - Surgical Services	2435	6/14/2021	SS Operating Room
Cert Surgical Technologist II	3461	6/14/2021	SS Operating Room
Cert Surgical Technologist II	3461	6/14/2021	SS Operating Room
Education Instructor	2486	6/15/2021	SS Administration - Nursing Svcs
Director, EVS Svcs/Transport	2090	6/15/2021	ENV Env Services-Main
Nursing Clerk	5405	6/16/2021	TWC Trauma Center
MRI Technologist I	3630	6/22/2021	SS Radiology-MRI
Home Health Aide	9430	6/23/2021	H/C Housecalls Med Aides
Registered Nurse - Hospice/Housecalls	2458	6/23/2021	H/C Housecalls Med Skilled Nsg
Registered Nurse	2438	6/28/2021	CCS C3 PCU/Tele
CT Scan Technologist I	3625	6/28/2021	RAD Radiology Onboarding
Admitting Representative I	5550	6/29/2021	HRL Pathology Outreach

Job Title	Job Code	Date Posted	Department Code
RN, SS Orthopedic	2438	6/29/2021	SS Ortho Med Surg
Patient Care Tech	9430	6/29/2021	SS Medical Telemetry
Patient Care Tech	9430	6/29/2021	SS Medical Telemetry
Patient Care Tech	9430	6/29/2021	SS Medical Telemetry
Patient Care Tech	9430	6/29/2021	CCS C7 PCU/Tele
Physical Therapist, Pool	2263	6/30/2021	HCR O/P Physical Therapy
Cert Surgical Technologist II	3461	7/9/2021	SS Labor & Delivery-Recovery R
RN-PACU-TMSC (BSN)	2453	7/12/2021	SS Post Anesthesia Care Unit
Registered Nurse	2438	7/12/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/12/2021	SS Labor & Delivery-Recovery R
Education Instructor	2486	7/13/2021	SS Administration - Nursing Svcs
Nurse Aide I, Hospice	9431	7/14/2021	Hospice-Inpatient
Nursing Clerk	5405	7/15/2021	SS PCU Tele
Registered Nurse	2438	7/16/2021	TWC Trauma Center
Registered Nurse	2438	7/16/2021	TWC Trauma Center
Registered Nurse	2438	7/16/2021	TWC Trauma Center
Registered Nurse	2438	7/16/2021	TWC Trauma Center
Licensed Vocational Nurse III	3455	7/16/2021	TWC Trauma Center
Registered Nurse	2438	7/16/2021	CCS C7 PCU/Tele
Nursing Clerk	5405	7/16/2021	SS PCU Tele
Nursing Clerk	5405	7/16/2021	SS PCU Tele
Registered Nurse	2438	7/16/2021	SS Medical Telemetry
Registered Nurse	2438	7/16/2021	SS Medical Telemetry
Nursing Clerk	5405	7/18/2021	SS PCU Tele
Patient Care Tech	9430	7/18/2021	SS PCU Tele
Pharmacist III	2820	7/19/2021	SS Pharmacy
Practice Manager I, HPN	5190	7/20/2021	Hendrick Clinic Administration
Registered Nurse	2438	7/21/2021	SS Mother/Baby
Registered Nurse	2438	7/27/2021	CCS C6 PCU/Tele
Registered Nurse	2438	7/27/2021	TWC Trauma Center
Registered Nurse	2438	7/27/2021	TWC Trauma Center
Registered Nurse	2438	7/28/2021	CCS C6 PCU/Tele
Mechanical Systems Tech III	6318	7/28/2021	FM Mechanical Services
Nurse Aide I	9434	7/29/2021	CCS C3 PCU/Tele
Nurse Aide I	9434	7/29/2021	CCS C3 PCU/Tele
Certified Dialysis Technician-OP	3488	7/30/2021	Hendrick Dialysis Center
RN-PACU-TMSC (BSN)	2453	7/30/2021	SS Post Anesthesia Care Unit
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Labor & Delivery-Recovery R
Registered Nurse	2438	7/30/2021	SS Neonatal Intensive Care Unit

Job Title	Job Code	Date Posted	Department Code
Registered Nurse	2438	7/30/2021	SS Neonatal Intensive Care Unit
Registered Nurse	2438	7/30/2021	SS Neonatal Intensive Care Unit
Registered Nurse	2438	7/30/2021	SS Neonatal Intensive Care Unit
Paramedic	3497	8/2/2021	TWC Trauma Center
Section Supervisor	2310	8/2/2021	SS Pathology Anatomic
Environmental Services Tech I	9151	8/4/2021	ENV Env Services-Main
Pharmacist III	2820	8/5/2021	SS Pharmacy
Sterile Compounding Technician	3820	8/5/2021	SS Pharmacy
Dental Assistant	3520	8/5/2021	CHS Corr Hlth Svs-Robertson
RN Supervisor, Prison	2470	8/5/2021	CHS Corr Hlth Svs-Middleton
Occupational Therapist, Pool	2233	8/5/2021	H/C Housecalls Med Occupatl Th
Registered Nurse - Hospice/Housecalls	2458	8/5/2021	H/C Housecalls Med Skilled Nsg
CV Sonographer-Pool	3682	8/8/2021	CS - Non Invasive Cardiology
Registered Nurse	2438	8/8/2021	MSN P7 Med Surg Tele
Director, Rehab Services	1422	8/10/2021	HCR Rehab Administration
Supervisor, Nursing Svs	2550	8/12/2021	NSG Nursing Administration
Licensed Vocational Nurse I	3442	8/12/2021	TWC Trauma Center
Licensed Vocational Nurse II	3452	8/12/2021	TWC Trauma Center
Referral Specialist	5053	8/12/2021	Hendrick Clinic Referral & Scheduling
RN, SS Med Surg	2438	8/12/2021	SS General surgery-Med/Surg
Registered Nurse	2438	8/12/2021	SS Neonatal Intensive Care Unit
LVN	3442	8/12/2021	Oncology Infusion Services
Clinical Therapist I	3275	8/16/2021	RT Respiratory Therapy
Environmental Services Tech I	9151	8/19/2021	ENV Env Services-Main
Compliance and Integrity Manager	1904	8/19/2021	ADM Corporate Compliance
Registered Nurse	2438	8/20/2021	MSN P6 Surgical Unit
Cert Surgical Technologist II	3461	8/20/2021	SRS OR - Operating Room
Attendant I	9401	8/20/2021	SRS OR - Operating Room
Registered Nurse	2438	8/20/2021	SS Mother/Baby
Registered Nurse	2438	8/20/2021	SS Neonatal Intensive Care Unit
Education Instructor	2486	8/25/2021	CCS Critical Care Unit
RN Supervisor, Prison	2470	8/25/2021	CHS Corr Hlth Svs-Robertson
Education Instructor	2486	8/25/2021	TWC Trauma Center
Education Instructor	2486	8/27/2021	SRS OR - Operating Room
Licensed Vocational Nurse, HPN	3404	8/31/2021	Hendrick Clinic Family Medicine
Licensed Vocational Nurse, HPN	3404	8/31/2021	Hendrick Clinic Family Medicine
Non-Clinical Patient Sitter	9428	8/31/2021	CCS Sitters
Attendant I	9401	9/3/2021	SRS OR - Operating Room
RN-PACU-SS Surgery Center	2453	9/3/2021	SS Surgery Center
RN-PACU-SS Surgery Center	2453	9/3/2021	SS Surgery Center
Cert Surgical Technologist II	3461	9/9/2021	SRS OR - Operating Room
Environmental Services Tech I	9151	9/9/2021	ENV Env Services-Main
Registered Nurse	2438	9/9/2021	SS Mother/Baby
Sterile Compounding Technician	3820	9/10/2021	SS Pharmacy
Certified Medical Assistant	9807	9/10/2021	Hendrick Clinic Rheumatology
MRI Technologist I	3630	9/13/2021	RAD Radiology MRI
Nuclear Med Technologist I	3640	9/13/2021	SS Radiology-Nuclear Medicine
Resp Care Practitioner I	3266	9/14/2021	HMS Abilene

Job Title	Job Code	Date Posted	Department Code
Registered Nurse - Hospice/Housecalls	2458	9/14/2021	HHC Hospice Program
Registered Nurse - Hospice/Housecalls	2458	9/14/2021	HHC Hospice Program
Registered Nurse	2438	9/15/2021	HCR Nursing Unit Rehab
Social Worker	2281	9/16/2021	C/M Case Management
CL Tech II	3600	9/16/2021	SS Cardiac Cath Lab
Telecommunications Operator	5084	9/17/2021	ISS Communications
Registered Nurse	2438	9/21/2021	CCS Critical Care Unit
RN Supervisor, Prison	2470	9/21/2021	CHS Corr Hlth Svs-Robertson
Registered Nurse	2438	9/22/2021	CS Cardiac Cath Lab
Licensed Vocational Nurse II	3452	9/22/2021	H/C Housecalls Med Skilled Nsg
Housecalls Pool LVN	3466	9/22/2021	H/C Housecalls Med Skilled Nsg
RN, OR	2438	9/23/2021	SRS OR - Operating Room
Cert Surgical Technologist II	3461	9/23/2021	SRS OR - Operating Room
Coder I	5535	9/23/2021	HIS Health Information Svs
Coder I	5535	9/23/2021	HIS Health Information Svs
CV Sonographer I	3677	9/23/2021	SS Non-Invasive Cardiology
Nursing Clerk	5405	9/23/2021	SS Mother/Baby
Registered Nurse	2438	9/27/2021	CCS C5 PCU/Tele
Registered Nurse	2438	9/27/2021	CCS C5 PCU/Tele
Registered Nurse	2438	9/27/2021	CCS C5 PCU/Tele
Registered Nurse	2438	9/27/2021	CCS C6 PCU/Tele
Registered Nurse	2438	9/27/2021	TWC Trauma Center
Registered Nurse	2438	9/27/2021	TWC Trauma Center
Registered Nurse	2438	9/27/2021	TWC Trauma Center
Nursing Clerk	5405	9/27/2021	TWC Trauma Center
Dialysis Coordinator	2525	9/27/2021	CCS Renal Dialysis
RN, SS Med Surg	2438	9/27/2021	SS General surgery-Med/Surg
RN, SS Med Surg	2438	9/27/2021	SS General surgery-Med/Surg
Registered Nurse	2438	9/27/2021	SS Medical Telemetry
Registered Nurse	2438	9/27/2021	SS Medical Telemetry
Licensed Vocational Nurse I	3442	9/27/2021	SS Medical Telemetry
Patient Care Tech	9430	9/27/2021	CCS A 5 Observation Unit
Mechanical Systems Tech II	6316	9/27/2021	FM Structure Services
Medical Equipment Tech, HMS	6326	9/28/2021	HMS Sweetwater
Fitness Trainer	9252	9/30/2021	P&W Hendrick Health Club
Equipment Technician	8300	10/1/2021	RT Respiratory Therapy
Registered Technician	3805	10/1/2021	PHM Pharmacy - Main
RN, SS Med Surg	2438	10/1/2021	SS General surgery-Med/Surg
Groundskeeper	8005	10/4/2021	GRD Grounds
Transporter I	9456	10/5/2021	ENV-Centralized Transport
Cert Surgical Technologist II	3461	10/5/2021	SS Operating Room
Hendrick Health Cardiology Manager		10/5/2021	CS Cardiology Support
Admitting Representative I	5550	10/6/2021	ADS Admissions
RN, Pre-Op	2438	10/7/2021	SRS Pre-Op
RN Clinical Applications Analyst I	2420	10/7/2021	ISS Clinical Informatics
Clinical Applications Educator	3925	10/7/2021	ISS Clinical Informatics
Nursing Clerk	5405	10/7/2021	SS Critical Care Unit
Registered Nurse	2438	10/11/2021	CCS Critical Care Unit

Job Title	Job Code	Date Posted	Department Code
Registered Nurse	2438	10/11/2021	CCS Critical Care Unit
Licensed Vocational Nurse, HPN	3404	10/11/2021	Hendrick Clinic Internal Medicine
Registered Nurse	2438	10/13/2021	CCS C5 PCU/Tele
Registered Nurse	2438	10/13/2021	CCS C3 PCU/Tele
RN, A3/A4 Oncology Med Surg	2438	10/13/2021	MSN A3 Oncology
Compliance and Integrity Manager	1904	10/13/2021	ADM Corporate Compliance
Attendant I	9401	10/15/2021	SRS OR - Operating Room
Registered Nurse	2438	10/15/2021	SS Mother/Baby
Case Manager, Case Mgmt	2561	10/18/2021	C/M Case Management
Construction Technician III	6810	10/18/2021	FM Construction Management
Chaplain	2003	10/18/2021	Mission & Ministry
Chaplain	2003	10/18/2021	Mission & Ministry
Chaplain	2003	10/18/2021	Mission & Ministry
RN Clinical Applications Analyst I	2420	10/19/2021	SRS OR - Operating Room
Polysomnographer I	2355	10/19/2021	RT EEG
Medical Technologist	2305	10/19/2021	HRL Pathology Clinical
Transitional Care Pharmacist	2808	10/21/2021	PHM Pharmacy - Main
Transitional Care Pharmacist	2808	10/21/2021	PHM Pharmacy - Main
Registered Technician Trainee	9355	10/21/2021	PHM Pharmacy - Main
Environmental Services Tech I	9151	10/21/2021	SS ENV Env Services
Social Worker II	2281	10/27/2021	HCR Palliative Care
Registered Nurse	2438	10/27/2021	CCS C7 PCU/Tele
Registered Nurse	2438	10/27/2021	CCS C7 PCU/Tele
Registered Nurse	2438	10/27/2021	CCS C7 PCU/Tele
Cert Surgical Technologist II	3461	11/1/2021	SRS OR - Operating Room
RN, PACU	2438	11/1/2021	SRS OR - Recovery Room PACU
Registered Nurse	2438	11/1/2021	TWC Labor & Delivery Recov Rm
Registered Nurse	2438	11/1/2021	TWC Labor & Delivery Recov Rm
Instructor, Radiology	2680	11/1/2021	RAD Radiology School
Social Worker	2281	11/1/2021	C/M Case Management
Program Coordinator -ED	2167	11/1/2021	SS Emergency Department
Certified Dialysis Technician	3409	11/2/2021	CCS Renal Dialysis
Pharmacist I	2800	11/3/2021	PHM Pharmacy - Main
Insurance Verification Spec I	5110	11/3/2021	ADS Admissions
Technical Support Spec III	5767	11/3/2021	ISS Information Systems
Technical Support Spec III	5767	11/3/2021	ISS Information Systems
Service Desk Support Specialist I	3922	11/3/2021	ISS Information Systems
Service Desk Support Specialist I	3922	11/3/2021	ISS Information Systems
Scheduling Representative I	5055	11/3/2021	Hendrick Clinic General Surgery
Certified Medical Assistant	9807	11/3/2021	Hendrick Clinic South Pulmonology
Registered Nurse	2438	11/4/2021	TWC Pediatrics M-3
Registered Nurse	2438	11/4/2021	TWC Neonatal ICU
RN Analyst	2418	11/4/2021	CS Cardiac Cath Lab
Registered Nurse	2438	11/9/2021	CCS Critical Care Unit
Registered Nurse	2438	11/9/2021	CCS Critical Care Unit
Registered Technician	3805	11/9/2021	PHM Pharmacy - Main
Registered Nurse	2438	11/9/2021	SS Critical Care Unit
Occupational Therapist, Pool	2233	11/10/2021	ARS Acute Occupational Therapy

Job Title	Job Code	Date Posted	Department Code
Registered Nurse	2438	11/10/2021	HCR Nursing Unit Rehab
Registered Nurse	2438	11/10/2021	HCR Nursing Unit Rehab
Transporter I	9456	11/10/2021	ENV-Centralized Transpor
Director, Health Information	1220	11/10/2021	HIS Health Information Service
Valve Clinic Tech	5131	11/10/2021	Valve Clinic
Nurse Tech	9460	11/11/2021	MSN P6 Surgical Unit
Registered Technician	3805	11/11/2021	PHM Pharmacy - Main
Licensed Vocational Nurse, CHS	3438	11/11/2021	CHS Corr Hlth Svs-Robertson
Nursing Clerk	5405	11/11/2021	CHS Corr Hlth Svs-Robertson
Licensed Vocational Nurse I	3442	11/11/2021	CCS C5 PCU/Tele
Licensed Vocational Nurse I	3442	11/11/2021	CCS C6 PCU/Tele
Licensed Vocational Nurse I	3442	11/11/2021	CCS C6 PCU/Tele
Licensed Vocational Nurse I	3442	11/11/2021	CCS C7 PCU/Tele
Patient Care Tech	9430	11/11/2021	SS General surgery-Med/Surg
Registered Nurse	2438	11/12/2021	TWC Prof OnBoarding-Trauma
Registered Nurse	2438	11/12/2021	TWC Prof OnBoarding-Trauma
Registered Nurse	2438	11/12/2021	TWC Prof OnBoarding-Trauma
Registered Nurse	2438	11/12/2021	TWC Prof OnBoarding-Trauma
CV Sonographer II	3678	11/15/2021	CS - Non Invasive Cardiology
Lead Retail Specialist	4102	11/15/2021	VOL Gift Shop
Director- Critical Care Svcs HMCS	1542	11/15/2021	SS Critical Care Unit
Registered Nurse	2438	11/16/2021	CS Cardiac Cath Lab
Registered Nurse	2438	11/16/2021	CS Cardiac Cath Lab
CV Sonographer II	3678	11/16/2021	CS - Non Invasive Cardiology
CV Sonographer I	3677	11/16/2021	SS Non-Invasisve Cardiology
CV Sonographer II	3678	11/16/2021	SS Non-Invasisve Cardiology
Cert Surgical Technologist II	3461	11/17/2021	TWC Labor & Delivery Recov Rm
Cert Surgical Technologist II	3461	11/17/2021	TWC Labor & Delivery Recov Rm
Medical Technologist	2305	11/17/2021	HRL Pathology Clinical
Social Worker I	2280	11/17/2021	C/M Case Management
Licensed Vocational Nurse, HPN	3404	11/17/2021	Hendrick Clinic Southside Clinic
Licensed Vocational Nurse, HPN	3404	11/17/2021	Hendrick Clinic Southside Clinic
RN-OR-TMSC	2452	11/17/2021	MSC TX Midwest Surgery Center
Registered Nurse	2438	11/17/2021	SS Labor & Delivery-Recovery R
Manager, Nursing Services	2580	11/18/2021	TWC Labor & Delivery Recov Rm
Pharmacist I	2800	11/18/2021	PHM Pharmacy - Main
Medical Technologist	2305	11/18/2021	SS Pathology Clinical
Licensed Vocational Nurse, HPN	3404	11/19/2021	Hendrick Clinic South Pulmonology
Nurse Manager, Acute Nursing	2583	11/19/2021	TWC Trauma Center
Nurse Aide I, Hospice	9431	11/22/2021	Hospice-Inpatient
Phlebotomist I	3300	11/23/2021	HRL Pathology Phlebotomy
Mid-Level Practitioner	2595	11/23/2021	Hendrick Clinic Pine Sq.
Lead Medical Technologist	2304	11/23/2021	SS Pathology Clinical
Registered Nurse	2438	11/29/2021	MSN A3 Oncology
Registered Nurse	2438	11/29/2021	MSN A3 Oncology
Director, Financial Analysis	1405	11/29/2021	ADM Financial Analysis
Phlebotomist I	3300	11/30/2021	CHS Corr Hlth Svs-Middleton

Reference	Description
Attachment 4	COPA Meeting Minutes

**MINUTES
BOARD OF TRUSTEES
HENDRICK HEALTH
OCTOBER 7, 2021**

The names of those in attendance are underlined.

<u>Cathy Ashby</u>	<u>Joe Melson</u>
<u>Leigh Black</u>	<u>David Morris</u>
Richard Darden	<u>Shannon Nix</u>
<u>Ron Fogle</u>	<u>Janet O'Dell</u>
<u>Scott Hibbs (phone)</u>	<u>Larry Smith, Chair</u>
<u>Diane Leggett</u>	<u>Lanny Vinson</u>
<u>Randy Lloyd (phone)</u>	<u>Rick Waldraff</u>
	<u>Paul Waldrop</u>

Also present: Brad Holland, Norm Archibald, Krista Baty, Brad Benham, Brian Bessent, Gary Binkley, D.O., Steven Brown, M.D., Kirk Canada, David Evans, America Farrell, Susan Greenwood, Mike Murphy, David Stephenson, Susan Wade, Jeremy Walker and Pam Light.

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PROJECT TT UPDATE

COPA Update

Ms. Farrell provided an update on the Certificate of Public Advantage (COPA) reporting process. The third quarter/annual report has been submitted and no feedback has been received. The annual public hearing was held September 14, 2021. Overwhelming positive feedback was received and a summary was included in the third quarter/annual report. The fourth quarter report is due November 30, 2021.

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Reference	Description
Attachment 5	Directory of Privileged Providers

[This Attachment contains proprietary, competitively sensitive information redacted from the public version.]

FILED UNDER SEAL

Reference	Description
Attachment 6	Capital Avoidance Savings

[This Attachment contains proprietary, competitively sensitive information redacted from the public version.]

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