

IMPACT 2023^{↑↑}

STRATEGIC PLAN



COOK COUNTY
HEALTH



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Note to the reader: IMPACT 2023 provides strategic concepts and initiatives to guide CCH through the next three years recognizing that the System is operating in an extremely dynamic local, state and federal environment that may result in adjustments and reprioritizations to ensure success for the organization. The organization of the plan should not be seen as a prioritization of initiatives and objectives; rather, it is intended to describe how CCH will adapt and respond to the new healthcare landscape.

Once adopted, progress toward attainment of the objectives in IMPACT 2023 will be monitored by the CCH Board of Directors. Tactics, measurements and milestones will be incorporated into the budget approval process over the next three years.

Please see the glossary for definitions of select healthcare terms used in this report. Underlined terms are hyperlinked in the PDF.

For more information, please visit www.cookcountyhealth.org.

About Cook County Health

Cook County Health (CCH or System) is one of the largest public health systems in the United States, providing a range of health services regardless of a patient's income, insurance or immigration status. Through the health system and the health plan, CCH serves more than 500,000 unique individuals annually. The System operates:

- John H. Stroger, Jr. Hospital of Cook County, a 450-bed tertiary, acute care hospital in the Illinois Medical District;
- Provident Hospital of Cook County, a 79-bed community acute care hospital on the South Side of Chicago;
- More than a dozen community health centers, which offer primary and specialty care, along with diagnostic services;
- The Ruth M. Rothstein CORE Center, a comprehensive care center for patients with HIV and other infectious diseases. The CORE Center is the largest provider of HIV care in the Midwest and one of the largest in the nation;
- Cook County Department of Public Health, a state and nationally certified public health department serving suburban Cook County;
- Correctional Health Services, which provides healthcare services to the detainees at the Cook County Jail and residents of the Juvenile Temporary Detention Center; and
- CountyCare, the largest Medicaid managed care plan in Cook County.

The System's hospitals and ambulatory network, including its Primary Care Medical Home (PCMH) model, are Joint Commission accredited. Stroger Hospital also holds certifications in stroke, burn, perinatal and oncology care.

Additionally, in 2019, Stroger Hospital has earned recognition from U.S. News & World Report for its cardiology, neurology and gastroenterology services.

The Cook County Department of Public Health (CCDPH) serves 2.5 million residents in 124 municipalities and serves the public health needs of its jurisdiction through effective and efficient disease prevention and health promotion programs. CCDPH's approach to protecting and promoting health brings residents, partners and resources together to address issues facing the communities it serves. The department is responsible for the prevention of the spread of nearly 70 reportable communicable diseases and the enforcement of Cook County and Illinois public health laws, rules and regulations.

In fall 2012, leveraging the Affordable Care Act (ACA), CCH launched CountyCare as a demonstration project through a U.S. Centers for Medicare and Medicaid Services (CMS) 1115 Waiver granted to the state of Illinois to early-enroll newly eligible low-income Cook County adults into a Medicaid managed care program. Many of CountyCare's 300,000+ members are long-standing CCH patients.

CountyCare is operated by CCH. Through CCH, CountyCare receives a capitated per-member per-month payment and pays for services rendered to members within the network. CountyCare's provider network includes all CCH facilities, every Federally Qualified Health Center (FQHC) in Cook County, community mental health centers and drug treatment centers, 4,000 primary care providers, 15,000 specialists and more than 50 hospitals.

CountyCare also covers approved home- and community-based services, vision and dental services, and allows members to fill prescriptions at local pharmacies or use CCH pharmacy services, including a mail-order system.



Letter from the CEO

In 2016, Cook County Health (CCH) embarked on a three-year strategic plan amidst the most dramatic changes the healthcare industry had seen in decades. The Affordable Care Act (ACA) was the single most transformative social policy change healthcare has seen since the introduction of Medicare and Medicaid in the 1960s. With the ACA came the continued evolution of managed care, new reimbursement models and most importantly coverage for millions of Americans. CCH faced an uncertain future if it did not respond boldly to these new circumstances. Our 180-year legacy of caring for the most vulnerable was challenged by a groundbreaking policy that would extend coverage to many of our previously uninsured patients yet leave others behind. There would still be a need for a public safety net system to care for the 150,000 individuals who would remain uninsured in Cook County, but would there be the resources to pay for their needs at a time when we were trying to stand on our own financial feet? These newly covered “legacy” CCH patients could now choose to go elsewhere and take the accompanying reimbursements with them or we could develop a plan that would allow us to compete for patients and families we had long served. To succeed would require multiple strategies to address access and capacity, finances, equipment, staffing and quality. Failure was not an option. As always, our patients were relying on us.

Now almost 10 years after the signing of the ACA, CCH is proudly carrying out its mission with a renewed sense of commitment and confidence in a far more complex local and national environment. We have accomplished a great deal since the ACA was adopted by Congress, but without question two things stand out: the willingness of the System, our board and the County board to adapt in a rapidly changing

environment and the creation of CountyCare, our Medicaid health plan. When I rejoined the System in 2013 and was subsequently named CEO in 2014, strategic transformation was well underway. CountyCare was growing and Illinois was moving rapidly toward mandatory managed care for Medicaid enrollees. And while the plan was working, other external realities were crying for attention. Gun violence, a growing epidemic of opioid-related fatalities, food insecurity, threats to the ACA and other forms of inequity were increasingly challenging the communities we have long served. 2016 was a good time for us to convene and plan the best we could for the next several years of our ongoing transformation.

[IMPACT 2020](#), our 2017-2019 strategic plan, provided the roadmap we needed to focus on our future while remaining true to our historical mission. To shift Cook County Health from a provider of sick care to a provider of healthcare. To focus on quality and safety, every patient, every encounter. To reconsider our system’s role in the larger healthcare market. To integrate our component parts and partner with others. To grow. To serve. To compete. To advocate. To leverage. To invest. With the strong direction and support of our board, we developed a plan that does not sit on a shelf but rather has served as a guide when our board has contemplated strategic initiatives designed to protect our mission and better meet the needs of our patients and communities. We anticipated the need to be nimble, understanding that significant changes at the local, state and national levels of government and in healthcare could require significant shifts in strategy or at least temporary distractions.

In the end, IMPACT 2020 prioritized critical initiatives like improving quality and safety, modernizing our facilities and

investing in our employees. The most tangible result of IMPACT 2020 was the opening of the new Professional Building on our central campus. With the steadfast commitment of Cook County Board President Toni Preckwinkle and the support of the Cook County Board of Commissioners, we replaced the circa 1959 Fantus Clinic with a beautiful, modern facility our patients and staff deserve. This building is a testament both physically and symbolically of our commitment to the patients we serve. Following the opening of the Professional Building in Fall 2018, we opened a new health center in Arlington Heights in January 2019, and by early 2020 we will open new facilities in North Riverside and Blue Island.

We built the largest Medicaid health plan in the county despite competing with national brands. We celebrated the 20th Anniversary of the CORE Center and the 50th Anniversary of our Trauma Unit. We raised the bar in correctional health and now serve as a national model for the delivery of high quality care to the detained. We earned the highly coveted Health Information Management Systems Society Level 7 designation for the full integration of our electronic medical record, an honor that few other systems in the nation have achieved. We continued to welcome Navy medical personnel into our renowned trauma unit to exchange knowledge and skills with our heroes in combat. We attacked the opioid epidemic from multiple angles and continue to address food and housing insecurity in meaningful ways. We fought (and will continue to fight) at every level of government to protect the Affordable Care Act and expand access to populations it has left behind. We have leveraged the strengths and expertise of our public health department to drive strategic decisions that will guide our population health strategies for years to come. And importantly, we did all of this (and more) while remaining responsible stewards of local tax dollars.

IMPACT 2023 requires us to reflect on the past three years with the future in mind. What's next? What drives us to provide the highest quality, most culturally competent care to every patient, every day with a commitment that fosters an environment committed to zero harm? What must we do to thrive in an environment where reimbursements will be driven by outcomes regardless of how sick the patient was when they presented to us or the complexity of their social structures? What is our competitive edge against local and national systems who enjoy greater brand recognition and far greater resources? What programs and services do we offer that will set us apart? How do we advocate for universal access to affordable, high quality healthcare for all? How do we

partner with others to best utilize limited resources and make a measurable impact on the communities we serve? Where are the gaps in services for the communities that rely on us? How should CCH and the larger healthcare industry respond to the suburbanization of poverty? What will happen if the ACA is repealed, in part or in whole? How will inevitable hospital closures impact our communities and how should CCH respond? How do we supply the increasing demand for charity care with limited resources? How do we recruit physicians, nurses and others who reflect the patients we serve? How do we evolve as both a provider-of-choice and an employer-of-choice? Can we serve as a catalyst for the type of large-scale changes that are needed to decrease adverse childhood events, improve maternal outcomes, improve health equity and change the trajectory of chronic diseases like hypertension and diabetes?

These are hard questions without the environmental, socio-economic and political considerations that exist in our county, state and nation today. IMPACT 2023 provides some of the answers and recommendations for the future while recognizing that unanticipated changes in the environment will require us to pivot. The coming years will no doubt continue to challenge us, but there are few organizations that have survived the test of time with the same core mission as we have.

I am honored to serve as the Chief Executive Officer of this important community asset, but this is a group effort. It is a shared commitment to our 180-year-old mission that has allowed us to be so successful over this last decade. The support of President Toni Preckwinkle and the Cook County Board of Commissioners coupled with the vision and commitment of our independent Board of Directors, has allowed us to accomplish much to be proud of. I want to thank our staff for their compassion, their commitment and their resilience on this journey to transform Cook County Health into a patient-centered organization that is recognized as the community asset it is. But most importantly, I want to thank our patients and our health plan members for placing their continued trust in us.

We hope that the ambitious plans we have laid out in IMPACT 2023 demonstrate our continued commitment to the communities and patients we serve and appropriately honor the legacy of this noble organization.

Sincerely,

John Jay Shannon, MD
Chief Executive Officer

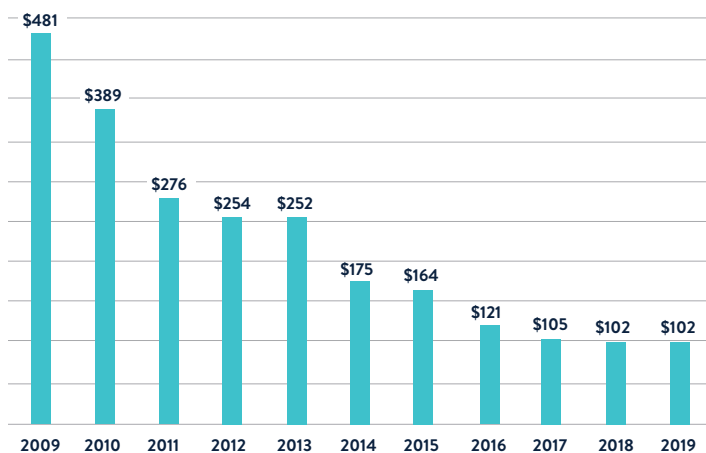
Healthcare Landscape

NAVIGATING EXTERNAL REALITIES

Cook County Health holds a unique position in the local, state and national healthcare landscape. As such, the decisions, policies and actions of public officials, private health systems, insurance carriers and others must be carefully monitored and used to inform strategies that will enable CCH to stay true to its 180-year-old mission to care for all County residents regardless of income, insurance or immigration status.

The Affordable Care Act allowed CCH to implement strategies designed to ensure its financial stability in a local environment where fewer local tax dollars have been available.

County Health Fund Allocation to CCH Operating Expenses



Efforts and attempts to erode tenets of the ACA at the state and federal level have had an impact on CCH resulting in an increased demand for healthcare by the uninsured. CCH's 2017-2019 Strategic Plan, IMPACT 2020, contemplated the need to remain nimble in a highly dynamic environment.

As CCH completes its 2020-2022 strategic plan, continued attention and responsiveness to external realities will be required. The following are just a few of the local, state and federal considerations that CCH will monitor and adapt to over the course of the next several years.

RISING UNINSURED NUMBERS

In 2016, the number of uninsured individuals in Cook County (9%), the state of Illinois (7%) and the country (10%) were at a historic low; a direct result of the Affordable Care Act. Despite this, CCH has continued to provide more than 50% of all the charity care in Cook County. In fact, CCH's proportion of charity care since the enactment of the ACA has risen despite decreases experienced by other healthcare systems. In the years following the ACA, state and federal actions resulted in fewer people with coverage, which placed additional demands on CCH for charity care.



In 2016, 35% of CCH patients were uninsured, a historic low. In 2018, due to actions at the state and federal level, that number increased to 43%.

CHANGING LANDSCAPE

IMPACT 2020 recognized that the local healthcare landscape would face continued consolidations and even some hospital closures. As health systems consolidate and expand operations in areas with attractive payor mixes, traditional safety net institutions will be stressed trying to fill in the gaps. Additional safety net closures are probable, placing increased expectations and demands on CCH. Furthermore, consolidations, market entrances and exits in the managed care space, as well as changes in Medicaid policy at the state and federal level, will pose unique challenges or opportunities to CCH as both a provider of care and a provider-led health plan.

Over the course of IMPACT 2023, additional changes at the local, state and federal level are fully expected. Policy changes that impact immigration, chip away at the Affordable Care Act or even shift the country toward a single payor system will have enormous impacts on CCH. The ability to leverage positive changes, pivot where necessary and limit risk will be key to the future of CCH.

MISSION

Mission

To deliver integrated health services with dignity and respect regardless of a patient's ability to pay; foster partnerships with other health providers and communities to enhance the health of the public; and advocate for policies that promote and protect the physical, mental and social well-being of the people of Cook County.

VISION

Vision

In support of its public health mission, Cook County Health will be recognized locally, regionally and nationally – and by patients and employees – as a progressively evolving model for an accessible, integrated, patient-centered and fiscally-responsible healthcare system focused on assuring high quality care and improving the health of the residents of Cook County.

Principles

At the outset of Impact 2020, the System offered the following goal for its three-year strategic plan based on CCH's vision: to build a high-quality safe, reliable, patient-centered, integrated health system that maximizes resources to ensure the greatest benefit for the patients and communities we serve.

As part of that goal, CCH developed five principles, outlined below, that would guide the creation and execution of the plan. These principles remain as relevant today as they were in 2016 challenging CCH to step out of its historical role to transform into a modern, integrated health system leveraging all of its component parts to lead in the provision of high-quality healthcare and the elimination of health disparities throughout Cook County.

Improve health equity – Health equity is achieved when every person has the opportunity to attain his or her full health potential and no one is disadvantaged from achieving this potential because of social position or other socially determined circumstances.¹

Provide high quality, safe, reliable care – The quality of patient care is determined by the quality of infrastructure, training, competence of personnel and efficiency of operational systems.² The fundamental requirement is the adoption of a system that is 'patient centered' and the implementation of highly reliable processes.

Maximize financial sustainability and demonstrate value – Transformation requires significant focus on financial management to ensure that limited resources are expended in

accord with the strategic priorities. Ensuring and measuring the value of CCH programs and services against appropriate industry standards will be critical for CCH to thrive in a competitive environment.

Develop the workforce – CCH's 6,700+ employees are its biggest asset. Building employees' skills through education and development opportunities focused on improving efficiency and quality of care, as well as staff and patient satisfaction will serve as the basis for all of its work.

Lead in medical education, clinical investigation and research relevant to vulnerable populations – Cook County has a rich history of medical training and top-notch clinical research, particularly for vulnerable populations. This legacy is an important component to maintain the System's workforce pipeline and develop effective innovations in care.

These five principles reflect the System's unique market position as a public safety net system with a rich history of providing quality patient care to vulnerable populations as well as significant contributions to medical training and clinical investigation. Impact 2023 recognizes that CCH must work closely with the larger community, including but not limited to healthcare, social services, government and community groups to develop solutions to address the social determinants that disproportionately impact the populations CCH serves.

¹ "Health Equity." Chronic Disease Prevention and Health Promotion. The Centers for Disease Control and Prevention, 10 Feb. 2015.

² Rao GN, ed. How Can We Improve Patient Care? Community Eye Health. 2002;15(41):1-3

FOCUS AREA 1



Deliver High Quality Care

Deliver High Quality Care

There is nothing more fundamental in healthcare than the delivery of safe, high quality care for every patient at every encounter. Over the past three years, intense focus has been placed on implementing evidence-based, highly reliable systems to ensure that all patients are provided the same opportunity to heal regardless of the complexities of their individual needs. Accreditation by The Joint Commission (TJC) signifies compliance with standards of care established by the U.S. Centers for Medicaid and Medicare Services (CMS). In the past three years, Stroger and Provident hospitals as well as CCH's ambulatory network and Primary Care Medical Home model have been reaccredited by TJC. In a highly competitive environment, accreditation must be viewed as the minimum standard. At CCH, efforts to improve quality and ensure patient safety are about raising the bar.

Since the adoption of IMPACT 2020, more than 90% of CCH employees – from physicians to food service workers – have been trained in “high reliability” practices designed to ensure that all employees understand how attention to detail, clear communication, and a questioning attitude assure safe care of the patient. High reliability training empowers staff at all levels in the organization to ask questions and raise concerns where patient and employee safety may be compromised. Daily safety huddles are now the organizational norm throughout CCH, providing a scheduled opportunity for multidisciplinary groups to discuss any matter that may impact patient safety whether on a specific unit, at a clinic or in correctional health.

Quality initiatives come in all shapes and sizes. They include large-scale systematic efforts as well as individualized plans designed to address the needs of our most complex patients through the vast expansion of care coordination activities over the past three years.

The needs of a 45-year-old diabetic with heart disease are vastly different from those of a 30-year-old pregnant woman with a substance use disorder. One may have a strong family network that can assist them post-discharge while the other may not have stable housing or access to healthy foods.

Care management provides patients and health plan members with a “back-stop” by ensuring that they have access to the medical and social services needed to improve their health.

Care managers are often nurses or social workers who are supported by a cadre of professionals from case managers to community health workers. The addition of more than 200 care managers and community health workers in the past three years has enabled CCH to offer care management services to over 8,000 individuals at any given time. Care management also addresses cultural, legal and linguistic barriers that might otherwise impede the progress of a patient and links patients with social services that may improve outcomes such as food support or housing.

Significant progress has been made in providing care coordination services at CCH to assist with opioid discharges and other behavioral health needs. And while today, our care coordinators have a full panel of patients, the full value of care coordination will be realized in the coming years as CCH fully integrates the model across the System connecting all relevant areas from correctional health to public health, from the emergency department to inpatient and outpatient settings.

Expert staff and modern facilities are at the core of providing high quality care.

Specific investments in nursing in the coming years will move CCH closer to [Magnet®](#) Status. A shared governance model is being implemented that will give frontline nurses the opportunity to share in decision making that impacts patient care practices and the work environment. Leadership development programs will provide critical training to enable nurses to advance their career at CCH and a nurse residency program will expose new nurses to CCH earlier in their career-seeking process.

In 2018, CCH finished construction on its first new building since Stroger Hospital opened in 2002. The 282,000 square foot professional building at the corner of Polk Street and Damen Avenue did far more than provide a modern space to match the excellent care CCH has long provided. It delivered on the promise to provide high quality care with dignity and respect and is critical to the System's growth strategy. It allowed CCH to create interdisciplinary teams around complex conditions like cancer. It also enabled the decommissioning of the Fantus Clinic and the construction of a new parking lot designed to provide expanded parking for patients.

Significant investments have been made in existing facilities over the past several years including the renovation of the fourth floor of Stroger Hospital to create a Women's and Children's Center offering inpatient and outpatient services in a multi-disciplinary model. Strengthening maternal/child health services throughout the System with linkages to additional support services will be imperative as CCH seeks to improve maternal/child health outcomes in the coming years.

New facilities throughout Cook County will provide much needed comprehensive services closer to our patients, including dental and behavioral health, and will include important linkages to programs like the Women, Infant and Children's Supplemental Nutrition Program (WIC). IMPACT 2023 continues to advance an ambitious capital improvement strategy in new buildings and new equipment.

Healthcare is dependent on technology. At CCH, this is best demonstrated by the 1.4 million computer transactions occurring every day that are dependent on a complex integration of more than 300 computer applications across the System.

CCH's journey to providing the highest level of technology available began in 2002 when the first electronic medical record (EMR) was implemented. Since that time, CCH has literally moved from paper medical records to a fully integrated electronic system across the inpatient, outpatient and correctional health arenas. An individual who accesses services at Cook County Jail may see a CCH primary care physician months after discharge. That patient will have a digital file that the care team can immediately access, saving time and money while preventing unnecessary and duplicative testing.

CCH's commitment to meeting technology advances and demands was recognized in 2018 by the Health Information Management Systems Society ([HIMSS](#)) as a Stage 7 organization – an honor bestowed on health systems reflecting the highest standards in the implementation, integration and execution of the electronic medical record. Less than 10% of health systems in the United States have earned this distinction.

As technology continues to advance, healthcare information technology (IT) must keep pace at all levels from online scheduling of appointments to revenue cycle to security to artificial intelligence and everything in between. Evaluating, understanding and executing IT strategies to ultimately improve health outcomes is a constant process that requires both human and financial resources.

CCH has also made investments in technology to improve the patient experience. The health system introduced eConsult

in 2016 which allows a primary care physician the ability to electronically submit questions or images to a CCH specialist who reviews and responds to the request in less than 48 hours. Nearly half the time, the use of eConsult avoids an unnecessary office or emergency room visit for the patient, thus ensuring the System has capacity for those who most need it.

Regardless of these investments, CCH's ability to compete in the healthcare environment will depend almost entirely on its ability to deliver an excellent patient experience as reflected by our patients and benchmarked by external rating organizations. IMPACT 2020 set out a number of strategies to improve the patient experience including increasing the number of bilingual staff, reducing wait times, providing cultural competency and customer service training and launching its own transportation fleet. These are imperative in a modern health system and IMPACT 2023 recognizes a number of new opportunities for further improvement including additional efforts to improve cultural competency.

There is perhaps no clinical service that embodies the mission of CCH better than Correctional Health. It is where one can witness firsthand the intersection of multiple inequities in our society. Caring for the detained populations at the Cook County Jail and the Juvenile Temporary Detention Center is a complex yet incredibly rewarding endeavor. The past few years have brought the opioid and mental health epidemics to the front door of these facilities. CCH has responded with innovative programs to care for detainees while in the jail and provides warm hand-offs to community partners for individuals at discharge. Since initiating Medicaid applications at the jail in 2013, more than 20,000 detainees have been enrolled, providing them with continued access to critical community-based services upon release. In 2018, CCH realized its goal to markedly improve the care and services provided to detainees. Achieving this goal led to the dissolution of a 10-year old U.S. Department of Justice consent decree. In 2018, CCH began providing mental health services at the Juvenile Temporary Detention Center (JTDC) as part of its commitment to provide comprehensive and integrated behavioral health services across the organization. Today, the efforts and commitment of the correctional health team stand as a national model for the delivery of care to the justice-involved.

Delivering high quality care requires a multidisciplinary approach and organizational commitment that extends beyond the life of any one strategic plan. It is the core of what every health system sets out to do and CCH is no different.

DELIVER HIGH QUALITY CARE

IMPACT 2020 ACCOMPLISHMENTS:

- Achieved The Joint Commission (TJC) accreditation for Stroger, Provident and Ambulatory Health Centers; TJC Primary Care Medical Home certification
- Implemented training in safety culture and high reliability throughout the organization
- Behavioral health integrated into primary care health centers
- Established a Women's and Children's center in Stroger Hospital
- Increased patients assigned to a Primary Care Medical Home (PCMH) each year
- Added Culturally and Linguistically Appropriate Services (CLAS) cultural competence item to patient satisfaction surveys
- Established care coordination program to provide health risk and social determinant screening and connection to community-based support services
- Opened new outpatient health centers on the Central Campus (Professional Building) and in Arlington Heights
- Substantial progress on replacement health centers for Oak Forest, Cicero, Logan Square and Provident
- Achieved substantial compliance with U.S. Department of Justice at Cook County Jail
- Implemented Naloxone distribution at the jail
- Assumed responsibility for mental health services at the Juvenile Temporary Detention Center
- Attained [National Commission on Correctional Health Care](#) certification for the Juvenile Detention Center
- Implemented connectivity HUB to facilitate orders/results between system and community-based providers, compatible with varied electronic medical record systems
- Supported the creation of Community Triage Centers for individuals with urgent behavioral health needs in Roseland and West Garfield Park
- Obtained Health Information and Management Systems Society (HIMSS) Level 7 designation
- Increased "Willingness to Recommend" from first quarter 2017 to first quarter 2019 by 9%
- Stroger Hospital recognized by U.S. News & World Report for excellence in cardiology, neurology and gastroenterology services

Focus Area 1: Deliver High Quality Care

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
1.1 Continuously improve clinical operations, practices and procedures across CCH to enhance quality, reliability, safety and efficiency.	1.1 A Develop specific strategies and implementation plans related to the quality pillars (patient experience, readmissions, safe processes of care, clinical documentation, ambulatory pay for performance and mortality).	Achieve targets established by the High Reliability Organization (HRO) Committees. Exceed average/median external rating.
	1.1 B Establish maternal/child health services at the community centers as key providers of maternal/child services. Assess and pilot additional strategies to support the continuum of maternal health services throughout the System.	Implement new maternal health navigator program at every Health Center that provides prenatal care. Increase 3% year-over-year prenatal visits; deliveries; newborn visits from a FY18 baseline to 6,400 prenatal visits; 1,000 deliveries; and 1,000 newborn visits.
	1.1 C Enhance and reinforce organizational practices that improve a culture of safety and result in safe patient outcomes.	10% reduction in harm index over next three years.
	1.1 D Improve the health status of patients by implementing the tenets of the medical home at CCH outpatient centers and practices that provide value.	Achieve benchmarks for HEDIS and Pay for Performance.
	1.1 E Improve inpatient and ambulatory patient care by adopting strategies that move towards nursing Magnet® certification.	Achieve nursing-sensitive safety outcomes and process metrics (NDNQI Metrics) to allow consistent and meaningful progress towards Magnet®.
	1.1 F Implement data governance model to improve data integrity and provide meaningful and timely reports to measure service performance against external benchmarks. Increase independent user access to data dashboards to improve knowledge, decision making and patient care.	Establish definitions and requirements for data input and provide routine reporting and real-time dashboards available for managers and for quality/performance oversight activities. Ability to produce ad hoc reports and generate data within established timelines. Increase number of dashboard users. Increase number of standard Cerner reports useful to local managers.
	1.1 G Optimize health system integration and care transitions to benefit patients and the health system using an approach that is consistent with evidence-based practices.	Improved discharge planning that includes engaging the Patient Support Center. Reduce length of stay and improved utilization of appropriately reimbursable admission status.
1.2 Develop systems that meet or exceed expectations and enhance the patient experience.	1.1 H Deploy applications that enhance services and facilitate exchange of clinical and public health data.	Analyses of clinical conditions informed by public health data sets to integrate into clinical practice strategies.
	1.2 A Implement best practices to enhance patient experience using data from patient satisfaction surveys. Use improvement strategies and support leadership strategies at the unit, department and site levels.	Continue to produce an annual patient experience plan informed by survey results. Improve patient ratings year-over-year.
	1.2 B Develop comprehensive cultural competency strategy.	Train 100% of employees in cultural competency. Facilitate hiring of additional bi-lingual employees by increasing the number of bilingual job descriptions to 50, 75, 100 for 2020, 2021 and 2022 respectively, from a current baseline of 20.
	1.2 C Launch initiatives focused on customer service, patient conveniences (e.g. Quiet Campaign).	Increase “willingness to recommend” to 60th percentile by 2022, up from the current 51st percentile.
	1.2 D Leverage IT in the clinical environment by using artificial intelligence and predictive analytics to improve patient care. Review the electronic medical record and determine if there are any untapped management tools to activate. Modernize and deploy information technology infrastructure.	Finalize a plan on using artificial intelligence and predictive analytics by the 2nd quarter of 2020 that includes areas of focus and relevant metrics. Complete assessment of the Cerner Electronic Medical Record platform for additional management tools. Implement free guest Wi-Fi across CCH where practical; strengthen cybersecurity; Refresh network infrastructure enabling faster network speeds, high availability, and next generation technologies; Fully optimize existing technology such as Tele-Tracking, TIGR to enhance patient care. Implement systems to ensure external providers can easily refer patients to CCH and receive results following new and follow up appointments. Expand use of the patient portal.

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
<p>1.2 Develop systems that meet or exceed expectations and enhance the patient experience.</p> <p>1.3 Improve the availability of and access to healthcare, especially preventive care, for Cook County residents.</p> <p>1.4 Ensure a continuum of services to meet evolving needs to ensure continuity of care and meet patient needs at all stages of their lives.</p>	<p>1.2 E Assess contribution of Race, Ethnicity, and Language (REaL) factors to adverse events and develop mitigation strategies. Assess the contribution of disparities to health outcomes and adverse events. Determine if a patient's cultural or racial factors contribute to adverse outcomes and evaluate the causes of these outcomes. Focus quality efforts in areas that are directly impacted by disparities.</p>	<p>100% of intake staff are trained on how to accurately input race, ethnicity and language (REaL) data by 2022. Begin to validate and stratify outcomes data by REaL.</p>
	<p>1.2 F Launch culturally-tailored health promotion programming and interventions. Shape our health centers to be culturally and linguistically sensitive.</p> <p>1.3 A Mature behavioral health portfolio.</p> <p>1.3 B Enhance strategic partnerships with community providers.</p> <p>1.3 C Develop a roadmap of service needs by conducting a geographic analysis of providers, income, disease prevalence, etc., throughout the County to determine gaps in health services and recommend a service delivery plan.</p> <p>1.3 D Complete a master facilities plan and make investments to make CCH more competitive.</p> <p>1.3 E Develop a comprehensive patient education strategy (e.g. diabetes prevention training, prenatal education, blood pressure self testing).</p> <p>1.3 F Take advantage of state and federal initiatives to innovate care delivery services and programs, beneficial to patients and members.</p> <p>1.3 G Implement operational improvements to tap into unused capacity and create more access.</p> <p>1.4 A Conduct analysis of services and identify gaps in the continuum of care to build valuable strategies for special populations (e.g. elderly, disabled, etc.).</p>	<p>Implement new health promotion program within community health centers by December 2020.</p> <p>Full integration of behavioral health into primary care. Enhance Medication Assisted Treatment (MAT) throughout the System. Secure grant funding for opioid treatment and engage law enforcement partners in the development of deflection to treatment programs.</p> <p>CCH patient population meets HEDIS Medicaid target for an agreed upon set of metrics.</p> <p>Finalize comprehensive review of healthcare services (in 2020) in the County by provider type and population that can be updated, but would also include model/formula to explore and evaluate various expansion and/or partnership opportunities. Develop a multi-year strategy to grow CCH specialty services to meet community needs in a financially viable manner. Establish effective strategies that meet community needs and bring value to CCH.</p> <p>Complete master facilities plan. Open new health facilities at Hanson Park, North Riverside, Blue Island, Harrison Square and the new Provident facility. Identify additional locations for health center expansions or replacements.</p> <p>Establish inter-professional Patient Education committee for the System and establish metrics first quarter of 2020. 100% of diabetic patients are offered diabetic education, and 30% of diabetic patients receive diabetes management education by 2022. 100% of prenatal patients are offered prenatal education, and 30% complete entire prenatal education curriculum by 2022.</p> <p>Implement Integrated Health Homes if approved by the state.</p> <p>Set target of "third next available" appointments to less than 14 days for new specialty referrals when appropriate. Target increase in eConsult use by 10%. Increase in-care list by 25% from FY2019 baseline. Pilot use of in-home monitoring for selected patient population (e.g. diabetes and hypertension).</p> <p>Complete analysis and implementation plans on service gaps with recommendations on services to be provided by CCH or through partner organizations. Develop recommendations including on long-term care (including nursing home care), embedded care coordinators and senior care services in outpatient centers, home-based connections, telehealth, community-based care in lieu of institutionalization for elderly and special needs populations.</p>

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
<p>1.5 Integrate services with correctional health to improve health outcomes by ensuring continuation of care when individuals are released from correctional or detention facilities and reside in Cook County.</p>	<p>1.5 A Improve transitions of care to the community through enhanced discharge planning.</p>	<p>Increase discharge planning that includes evidence-based drug addiction strategies and other warm hand-offs in the community by 20%. Expand transitions into community-based services through partnerships with CCH care management and PCMH providers, including linkages to housing, community based mental health providers. Establish community care coordination for justice-involved youth.</p>



FOCUS AREA 2

Grow to Serve and Compete

GROW TO SERVE AND COMPETE

The implementation of the Affordable Care Act and mandatory managed care in Illinois' Medicaid program were the catalyst for CCH to build a comprehensive strategy shifting from the provision of sick care to the provision of healthcare. Reimbursements were no longer based on the number of individuals seen in a clinic or the procedures performed. Capitation and value-based reimbursement models incentivized providers to keep patients healthy and out of expensive inpatient settings.

As a provider of complex specialty care operating in a managed care environment, CCH has developed a growth strategy to increase the number of patients it serves in a primary care capacity and to increase services to those referred by external primary care providers. To accomplish this, CCH is in the midst of a multi-year capital program to renovate, relocate or rebuild its community health centers using a model that allows for the expansion of primary care and the integration of more specialty care in the community. Services such as dental and behavioral health will be standard in new facilities to address glaring health inequities in access to these critical services. Furthermore, prioritizing important relationships with Federally Qualified Health Centers will require additional specialty care responsiveness from the System.

On the inpatient side, CCH is planning to build a new, modern facility on the Provident campus that will consolidate inpatient and outpatient services to provide exceptional care and attract new patients. A new facility focused on specific service lines provides CCH with an opportunity to grow both inpatient and outpatient volumes and offer state-of-the-art diagnostic services, relieving patients of travel to Stroger Hospital for common diagnostics or routine treatments. In 2019, Provident

Hospital reopened its Intensive Care Unit and plans to reopen its busy emergency room to ambulance runs.

IMPACT 2020 also contemplated a growth strategy for the System's health plan. As the result of effective acquisition and marketing strategies and the addition of a member reward program, today CountyCare stands as the largest Medicaid managed care plan in Cook County with more than 300,000 members or 30% of the market share. Maintaining market share in an environment where continued contraction among managed care plans is likely will require increased focus on member services, benefits and marketing. Critical to CCH's success will be the ability to serve more CountyCare members at CCH health centers and hospitals and with various telehealth strategies. IMPACT 2023 lays out a series of strategies to provide a greater proportion of services to CountyCare members while keeping CCH doctors and facilities as network providers in the other Medicaid managed care plans operating in Cook County. CCH must also effectively assist members with redetermination and advocate for systematic improvements in processing eligibility and redetermination applications at the state level.

More than 14,000 CCH patients or health plan members are aging into Medicare every year. These are patients who have established relationships with providers but in the absence of a specific strategy for this population, many historically left CCH when they transitioned into Medicare coverage. In the coming year, CCH will execute an innovative strategy that will provide these patients with coverage options that will enable coordinated care management, improve transitions of care, promote timely follow-up and build engagement.

GROW TO SERVE AND COMPETE

IMPACT 2020 ACCOMPLISHMENTS:

- Acquired former Family Health Network and Aetna Better Health members, doubling the CountyCare membership we serve to over 300,000
- CCH is on pace to increase unique primary care patients seen at CCH by 10%, to greater than 96,600 by the end of FY2019
- CountyCare domestic spend increased from \$187 million in FY2016 to \$200 million in FY2018
- The health plan achieved [NCQA](#) accreditation in 2017

Focus Area 2: Grow to Serve and Compete

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
2.1 Establish CCH as a provider of choice.	2.1 A Grow services lines that are needed by the community and deploy them geographically, in a patient-centered way to ensure CCH is providing the “right care at the right time and right place.”	Primary Care: Volume of primary care patients increase by 3% year-over-year from a baseline of 92,000 primary care patients in FY2018. Specialty Care: Stroger Campus to provide for key specialties minimum 4 days/week, evening and Saturday hours. Provident Campus to provide full array of specialties minimum 3 days/week and evening hours. Provide selected specialties for new and expanded outpatient locations. Review all community locations to determine increased deployment of specialists for greater access to specialists.
	2.1 B Maximize use of services and overall utilization.	Overall: Achieve 80% facility capacity utilization. Achieve 80% of primary care providers at productivity of 10 patients per session by 2022.; Provident: Reinstitute ambulance runs; Average Daily Census increase from 12 by 1.3% each year. ER Growth by 1.3% in FY 2020, 1% increase in FY 2021, 1% increase in FY 2022.
	2.1 C Improve Stroger and Provident Hospital Emergency Department throughput.	Create an operational efficiency dashboard to include: Average time from ED arrival to ED departure for admitted ED patients; Average time from admit decision to ED departure time for admitted patients; Average arrival to ED departure for discharged ED patients; Physician discharge orders before 9:00 am; ED Left Without Being Seen (LWBS) to 4% by 2022.
	2.1 D Market CCH services and strengthen the CCH brand.	Position CCH providers/leadership as thought leaders on quality and population health management. Complete rebranding process. Conduct market research. Develop consumer and non-consumer facing strategies to raise awareness of specialty care. Develop sponsorship strategy. Develop strategies to maintain CountyCare market share.
	2.1 E Explore opportunities for CCH to be promoted as a provider of choice for County employees as well as other employers.	Collaborate with appropriate County agencies to develop strategies to encourage Cook County employees to utilize CCH for healthcare. Increase annually by 10%.
	2.1 F Minimize external referrals for care.	Internal referrals increase; eConsults increase (including by CCH providers); third next available is less than 14 days for new and follow up.
	2.1 G Establish additional specific programs at Provident to maximize meeting the community needs.	Create Centers of Excellence for women’s health (gynecology, cardiology, breast, endocrine), lifestyle center (dietary, fitness, chronic disease management), orthopedic center (podiatry, joints, hand), and men’s health programs (urology, cardiology, endocrine).
	2.1 H Maximize value of CCH resources (people, technology) to provide greater access to benefit patients.	Create an operating room dashboard to include: first case start times (target 80%), growth targets (10% per year), case cancellations rates (less than 5%), block utilization (95%) and operating room hours (80% utilization). Utilization of operating rooms at Provident and Stroger (80% of all operating room capacity). Implement telemedicine/tele psychiatry.
	2.1 I Generate sufficient revenues to ensure continuation of CCH’s historical mission.	Increased service line revenues, including CountyCare domestic spend. Protection of existing revenue streams. Advocate for strategies to care for the uninsured.



FOCUS AREA 3

Foster Fiscal Stewardship

FISCAL STE

Foster Fiscal Stewardship

As a public institution competing with private health systems, CCH has to carefully balance every strategy to succeed. Through the improvements in operations and several dimensions of the revenue cycle, CCH is proud that it has reduced its reliance on local taxpayers to fund its operations. In fact, today, the only operating revenue CCH receives from local taxpayers funds the Cook County Department of Public Health and Correctional Health Services wherein CCH provides services that do not have reimbursement. The remaining 97% of operating funds are generated by the health system.

CCH's local tax support is one of the lowest in the nation when compared with other large public health systems. Yet without the financial resources to invest in infrastructure, technology and employees, CCH will be at a competitive disadvantage, making it even more critical for CCH to collect every dollar possible to protect the mission of the organization.

This has been at the center of CCH's financial strategy over the past several years. Prior to the enactment of the Affordable Care Act, CCH had served mostly uninsured individuals and those in fee-for-service Medicaid. Medicaid reimbursement was based on the number of individuals cared for in the inpatient or outpatient setting. Most of our uninsured patients qualified for charity care, which in 2017 exceeded \$273M and represented 50% of all the charity care provided by hospitals in Cook County. Without patient fees and other revenues that assist in covering the uninsured, CCH's ability to carry out its mission is seriously threatened.

The simplicity of that historical payor mix did not require the sophisticated systems that private hospitals had built

and matured over decades of caring for a mainly insured population. In 2013, CCH had one main payor and by 2018 had more than 20, each with its own processes. Significant investment in infrastructure, technology, staff and training was required to succeed in an environment that now includes multiple Medicaid and Medicare managed care organizations. From 2013 to 2017, the number of bills generated and the charges associated with them increased by 50%, a testament to how far the organization has come in developing a modern revenue cycle system. The collection of billions of dollars in earned patient service revenue is what has allowed CCH to reduce its reliance on local taxpayers over the past 10 years.

Further illustrating CCH's success since the adoption of IMPACT 2020, CCH has assumed a significant portion of the current pension liability for its 6,700 employees and beginning in 2019, has assumed all debt service on new capital projects. CCH is working closely with Cook County government on strategies that will allow it to assume a greater proportion of its current pension obligations.

CCH has successfully secured more than \$23 million in grant funding since 2016 and the continued maturity of the Cook County Health Foundation promises additional non-tax revenue to support CCH initiatives.

Controlling expenses through the utilization of acuity and clinical activity based staffing models, maximizing automation and tracking out-of-network expenses, coupled with advocating for the continuation of important programs like the Affordable Care Act and the 340B Drug Discount program will ensure CCH's continued financial success.

FOSTER FISCAL STEWARDSHIP

IMPACT 2020 ACCOMPLISHMENTS:

- Achieved 97% self-funding for operations, minimizing the local taxpayer burden
- Increased CountyCare membership to over 300,000
- Began funding a portion of the current annual pension payments
- Increased Medicaid and Medicare Managed Care revenue from 2016 to 2018 by 8.2%
- Self-funding capital equipment and improvements from the operating budget
- Secured \$77 million in financial support for Graduate Medical Education
- Secured \$23 million in grant funds between 2016 and July, 2019
- Implemented the Countywide Enterprise Resource Planning (ERP) system at CCH
- Improvements implemented in provider documentation
- Executed marketing and branding strategy
- Reduced “bad debt allowance” by 22% or \$69 million from 2017 to 2018 by improving the quality and collectability of payments owed

Focus Area 3: Foster Fiscal Stewardship

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
3.1 Optimize CCH revenue.	3.1 A Maximize reimbursements from payors by continuing to improve operations, including revenue cycle improvements.	Increase MCO revenue by 10% each year from FY2019 baseline. Achieve 60% Pay for Performance (P4P) targets and benchmarks; Increase provider empanelment for MCOs to 80% of Medical Group Management Association (MGMA) or the FQHC benchmark. Reduce claims denials for managed care organizations by 80% from current levels and reduce accounts receivable. Improve authorization process for inpatient/observation care by Inpatient Care Coordination team for CountyCare members.
	3.1 B Maximize extramural grant sources in alignment CCH initiatives, including primary care, maternal/child health, workforce development, behavioral health, HIV, social determinants of health and capital improvements; capture 10% indirect cost. Continue to build out the grants administrative infrastructure and increase the funds managed by CCH.	Increase extramural support by \$5M annually, including capital. Increased alignment and coordination of extramural activities to improve impact.
	3.1 C Continually improve documentation through ongoing provider feedback and provider education to support timely, complete and accurate billing.	Write and implement a three-year plan to improve documentation.
	3.1 D Maximize auto-assignment for CountyCare.	Improve health plan quality and operational performance to assure maintaining and improving auto-assignments.
	3.1 E Increase CountyCare membership in the Integrated Care Program (ICP) by assisting members with disabilities attain Social Security Income/Social Security Disability Income (SSI/SSDI).	Have RFP and procurement complete by 10/1/19 and vendor selection and engagement by FY2020. CountyCare will report on SSI/SSDI enrollment in Q2 2020.
	3.1 F Identification of Skilled Nursing Facility (SNF) and Home Health Partners for CountyCare members.	CountyCare SNF quality program requiring HFS approval has been submitted and is being reviewed by the State.
	3.1 G Advocate for local government financial support of unfunded mandates such as correctional health and public health services.	Public and Correctional Health expenses continue to be covered by local taxpayer support.
3.2 Control costs and maximize efficiencies.	3.1 H Optimize information technology infrastructure to improve revenue capture and financial reporting.	Successful implementation of patient accounting system, online bill payment, online financial counseling and routine financial reporting.
	3.2 A CountyCare to continue implementation of Medical Cost Action Plan that all CountyCare departments participate in to reduce costs through a combination of operational efficiencies and recontracting.	Achieve \$30 million in savings to CountyCare plan, while preserving excellence in clinical services and plan operations.
	3.2 B Increasing full-time employees, reducing agency and overtime costs.	Streamline and automate processes that reduce time to hire and expedite other human resource processes. Reduction in vacancies to 10% of workforce.
	3.2 C Maximize lab automation through cross-training and filling vacant positions.	Achieve 98% error free rate.
	3.2 D Utilize data (volume, unit costs) to ensure staffing is in-line with appropriate best practices.	Establish annual targets based on industry benchmarks for overall staffing, including overtime and agency staffing that align with volumes and clinical complexity.



FOCUS AREA 4

Leverage and Invest in Assets

LEVERAGE

Leverage and Invest in Assets

Employees are the heart of any organization and the primary determinant of its success. With more than 6,700 employees working in a 24-7 operation spread across one of the nation's largest counties, CCH must be intentional in leveraging and investing in a workforce that is committed to the historical mission of the organization, while applying modern business practices that will achieve success in a competitive environment and establish CCH as an employer of choice.

Leveraging the workforce starts with a genuine interest in understanding the workforce. To that end, CCH conducted an employee engagement survey in 2018 to understand everything from what motivates them to what frustrates them; from how they view the organization to how they envision their future. More than 3,000 employees completed the survey. The results of the survey have been used to develop strategies to better engage employees at both the department and system level. Departments will report out on their strategies at monthly leadership meetings, sharing ideas, successes and challenges across the organization. Additionally, a multidisciplinary employee engagement committee is working on a number of system-wide strategies including formal "employee of the month" and service anniversary programs.

Fundamental to staffing an efficient, modern and complex healthcare system is the ability to recruit and retain top talent and to prioritize workforce training and development, offer a competitive compensation structure and provide an environment that allows professionals the opportunity to work at the top of their license. Today's healthcare systems, including CCH, are leveraging the skills and talents of new roles like care coordinators and community healthcare workers to complement the work of others and meet the needs of patients in the most culturally sensitive and convenient manner possible.

CCH is fortunate that its employees are deeply committed to the mission but has been challenged in providing education, career development and other investments that are customary in private health systems. Timely recruitment is an important consideration as the healthcare workforce remains competitive. CCH faces a number of requirements, not applicable to our competitors, that increase the time it takes to hire. From compliance with the employment plan and requirements from the Collective Bargaining Agreements, CCH must work

with its labor partners to identify and implement tactics that respect these requirements but that allow CCH to operate in a competitive environment where employees can be recruited and on-boarded quickly and where compensation is aligned with role complexity, market realities, and performance.

CCH has recently introduced a catalogue with dozens of training opportunities for leaders and employees and looks forward to expanding educational opportunities across the organization regardless of position or grade. These opportunities must focus on operational and individual skill-building as well as large-scale organizational imperatives from retaining insured populations to improving maternal-child health outcomes.

The implementation of the county-wide performance management system will provide additional opportunities for employees and their managers to discuss professional development as well as individual goals and objectives on a routine basis. CCH seeks to work with its labor and county partners to identify growth opportunities that recognize employment longevity as well as specific union seniority.

CCH will continue to tackle serious public health concerns from lead poisoning and violence to sexually transmitted infections using evidence-based approaches, community outreach and even traditional marketing strategies to ensure that the communities impacted have a deep understanding of the issues and access to a portfolio of services designed to prevent and/or mitigate injury and disease. These efforts will require CCH to collaborate with other organizations including the Chicago Department of Public Health to maximize resources and impact.

CCH has historically been an insular organization focused on sick care. In recent years, efforts have been made to broaden the understanding and promotion of the health system and health plan throughout the county. CCH's Community Affairs team participates in approximately 400 events annually. Additionally, CCH staff across multiple areas chair or sit on the boards and committees of dozens of community-based organizations in an effort to raise awareness of the programs and services and identify opportunities to link patients or individuals to additional services. IMPACT 2023 contemplates

a multi-disciplinary Community Affairs plan that includes health and educational programming at CCH sites based on community needs, participation in additional outreach events and increased collaboration between CCH's community health centers and the communities they serve. By 2023, each of CCH's health centers will have a Community Advisory Council (CAC). The CACs provide an opportunity for CCH to engage with the community and tailor future programs and services based on community need.

Perhaps CCH's best kept secret is the research it has long conducted to discover or improve treatments, identify linkages between health and social determinants and offer clinical trials to its patients. In recent years, CCH has worked to leverage the expertise of its clinical and social research teams beyond these traditional avenues. Establishing CCH physicians and operational leaders as experts in areas beyond the traditional

care setting has broadened awareness of the important research that CCH has conducted. Taking this to the next level, in 2019, CCH began a series of Research & Innovation Summits. The Summits provide an opportunity to organize and elevate CCH's research, clinical and advocacy efforts into a half-day learning and sharing session for interested stakeholders. The Summits have proven invaluable to foster collaboration and further potential funding opportunities.

CCH aspires to create a Center for Health Equity and Innovation which will enable it to house several component parts of the organization, creating an intentional and collaborative strategy around health equity and advocating for innovative approaches to addressing existing and emerging population health challenges.

LEVERAGE AND INVEST IN ASSETS

IMPACT 2020 ACCOMPLISHMENTS:

- Achieved substantial compliance on the employment plan
- Added extended hours at health centers
- Completed the employee engagement survey and established a structure for implementation of strategies
- Implemented online annual performance evaluations
- Implemented Clinical Learning Environment (CLER) Pathways to Excellence
- Conducted analyses of CountyCare claims data on homelessness and opioids
- Maximized the efficiency of care plans for patients with chronic disease by implementing HealtheIntent
- Initiated collaboration between Care Coordination and CCDPH's Adverse Pregnancy Outcomes Reporting System (APORS) to improve outcomes
- Established clinical effort agreements for each provider and department
- Hosted innovation summits on opioids, homelessness and justice-involved populations
- Awarded \$5M from the National Cancer Institute (NCI) in renewed funding for Stroger Hospital's Minority/Underserved National Cancer Institute Community Oncology Research Program (NCORP). Stroger Hospital is the only Minority/Underserved NCORP in Illinois.

Focus Area 4: Leverage and Invest in Assets

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
<p>4.1 Recruit, hire and retain the best employees, who are committed to the CCH mission.</p> <p>4.2 Strengthen the CCH Workforce.</p>	<p>4.1 A Finalize implementation of online performance evaluations.</p> <p>4.1 B Develop an industry-based class and compensation strategy to recruit, hire and retain the best employees to support the continued transformation of the organization.</p> <p>4.1 C Analyze and develop solutions for employee transportation needs.</p>	<p>Performance evaluations done online for all personnel.</p> <p>Create performance-based pay plan for non-union employees.</p> <p>Complete analysis of actionable recommendations, considerate of other local employers.</p>
	<p>4.2 A Enhance workforce training opportunities.</p> <p>4.2 B Conduct an analysis of organizational leadership by span of control, bench strength and develop an approach to succession planning.</p> <p>4.2 C Review of competency-based, “top of license” model of care across the System.</p> <p>4.2 D Develop strategies that foster flexibility and career development for unionized employees.</p> <p>4.2 E Pursue partnerships with nursing schools to foster and grow recruitment of excellent and culturally-competent nurses to CCH.</p> <p>4.2 F Improve the continuous learning environment of CCH and conduct an ongoing review of the effectiveness of academic affiliations.</p> <p>4.2 G Develop qualified, knowledgeable and skilled pipeline of young healthcare professionals from the community.</p>	<p>Develop curriculum for CCH employees to develop/enhance skill sets. Training catalogue created detailing all training available across CCH.</p> <p>Complete analysis of actionable recommendations, considerate of other local employers.</p> <p>Update Advanced Practice Provider job descriptions to have more defined requirements and clinical activity expectations. Implement plan to optimize roles of Community Health Workers and Psychologists.</p> <p>Establish career ladders within specialized technical positions. Increase online and interactive training courses to enhance supervisory skills. Develop opportunities for entry level positions to train for more technical positions (e.g. Building Service Worker to Medical Assistant).</p> <p>Establish one partnership and complete a cost/benefit analysis of a nursing residency program. Relevant metrics to gauge success are: nursing turnover rate by tenure, number of new hires by colleges and number of schools of nursing partnerships.</p> <p>Identify benefits resulting to both CCH and University of Illinois with a finalized agreement with University of Illinois School of Public Health. Assess master affiliation agreements in alignment with clinical priorities.</p> <p>Expand Connecting Adolescents to Resources, Education/ Employment Program.</p>
<p>4.3 Leverage CCH workforce.</p>	<p>4.3 A Develop and execute employee engagement action plans based on learnings from the employee engagement survey. Enhance collaboration with labor to further employee engagement.</p> <p>4.3 B Strengthen inter-departmental communications and collaboration better-coordinated services and improved patient outcomes.</p> <p>4.3 C Support an environment of continuous process improvement by increasing managers’ competencies using process improvement and project management tools.</p> <p>4.3 D Support board development and leverage CCH Board of Directors as resources.</p>	<p>Establish employee recognition/awards program.</p> <p>Improve patient outcomes and Hospital Consumer Assessment of Healthcare Providers and System (HCAHPS) scores related to teamwork. Decrease in number of patient grievances and increase in employee satisfaction.</p> <p>Standardize process improvement approach to projects. Identify professional membership(s) to support ongoing process improvement. Train all managers on process improvement.</p> <p>Create an annual calendar that anticipates strategic presentations to the Board. Board to complete an annual self-assessment process regarding best governance practices and incorporates opportunities identified into changes in board practices.</p>

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
<p>4.4 Implement a unified medical staff practice plan.</p> <p>4.5 Utilize industry benchmarking and tools to improve quality, cost, utilization and patient outcomes.</p> <p>4.6 Utilize CCDPH data and experience to address health inequities to conceptualize and plan robust interventions to improve population health.</p> <p>4.7 Increase community engagement.</p> <p>4.8 Align extramural funding efforts with core competencies and strategies.</p>	<p>4.4 A Build a practice plan, based in part of internal insights and experiences from risk contracts currently in force.</p> <p>4.4 B Develop governance model and essential infrastructure support including information technology, finance, and strategy support.</p> <p>4.5 A Establish staffing productivity model to optimize efficiency and effectiveness for key areas (e.g. nursing, environmental services). Develop a predictive staffing model/variable workload staffing model.</p> <p>4.5 B Develop the ability to analyze specific initiatives to determine mission alignment and attainment of outcomes.</p> <p>4.5 C Evaluate outcome data and utilization patterns to determine the efficacy of various system strategies (e.g. care coordination).</p> <p>4.5 D Update Clinical, Administrative, Research and Teaching (CART) process to review and standardize expectations and that actuals are aligned with these expectations. Distribute dashboards to benchmark performance on CART and Relative Value Units (RVU) at the physician and department level.</p> <p>4.5 E Mature health plan network strategy to assure access, quality, and value.</p> <p>4.6 A Develop system-wide strategies to reduce transmissible infections.</p> <p>4.6 B Maximize local health collaboration, partnership and alignment in Cook County to inform services, with local health departments such as City of Chicago Department of Public Health and local resources such as the University of Illinois School of Public Health.</p> <p>4.6 C Explore establishing additional injury-prevention partnerships and programs.</p> <p>4.7 A Leverage outpatient health centers as community anchors by partnering with community organizations. Continue rolling out community advisory boards for all outpatient health centers. Develop a strategy to ensure community engagement across the county.</p> <p>4.8 A Mature grant opportunity review process to include an evaluation of potential grants based on CCH strategy, expected cost/benefit and clinical or research alignment.</p>	<p>Establish practice plan governance and management structure.</p> <p>Reduce nursing overtime by 25%, decrease agency usage by 50% by 2021.</p> <p>Establish defined process for approval of initiatives as well as evaluation of existing programs.</p> <p>Provided actionable analysis of the efficacy of care coordination strategies.</p> <p>Annual review of CART expectations to be part of the annual performance appraisal of clinical chairs as a routine review of results against expectations. Provide and mature Relative Value Units (RVUs) reports for providers and managers. Establish RVU reporting with accurate information routinely reported using data in Cerner system.</p> <p>Develop and implement a managed care strategy to increase year-over-year increase in utilization of CCH as a provider.</p> <p>Pilot two mass screenings events in high-risk communities by 2021. Institute expedited partner therapy in 100% of CCH community health centers by 2020. Establish media/social media campaign to raise awareness and promote testing of sexually active adolescents and adults. Establish walk-in diagnostic and treatment capacity at all CCH primary care sites with expedited results.</p> <p>Continue collaborative work on public health initiatives and identify additional areas for collaboration and/or synergy of efforts at shared objectives.</p> <p>Develop program to reduce injuries, improve population health and identify external funds.</p> <p>Establish community advisory boards at all outpatient health centers.</p> <p>Establish process to evaluate grant opportunities to ensure alignment with strategic priorities, organizational leadership and cost/benefit. Establish a minimum grant value.</p>



FOCUS AREA 5

Impact Social Determinants and Advocate for Patients

LEVERAGE

Impact Social Determinants and Advocate for Patients

Health equity has been at the center of CCH's mission for more than 180 years. CCH is proud of its work to provide care to all regardless of a patient's income, insurance or immigration status and will continue to advocate at all levels of government until everyone has adequate coverage for comprehensive care including access to preventive care. CCH has seen a concerning increase in its uninsured population since the individual mandate under the Affordable Care Act was repealed. This is an area that CCH is monitoring closely. Local, state and federal policy changes should be enacted to ensure that CCH can continue to deliver care to all who need it in a timely fashion.

At the direction of the Cook County Board of Commissioners, CCH expanded its charity care program, [CareLink](#), to provide enrollees with primary care, behavioral health and care management for the most complex patients with the goal of preventing expensive emergency room visits and improving outcomes. More than 31,000 Cook County residents have been enrolled in the program since it started in 2017. In 2019, CCH expects to provide more than \$200M in care to the individuals enrolled in the new program.

CCH fully recognizes that health equity goes beyond the walls of a hospital or the doors of a clinic. Providing "whole person" care means understanding the circumstances of every individual and working to address the issues that impact their health status. Access to nutritious food and stable housing, economic opportunity, safe neighborhoods with access to public transportation, education and gender equity are all social determinants of health impacting the health status of an individual. CCH has expanded efforts in addressing food and housing insecurity over the past three years and has ambitious plans for the next three years including placing hundreds of individuals in stable housing.

Perhaps there is nothing that illuminates the intersection of social determinants of health and CCH's role in advocating for its patients more than the epidemic of gun violence in the communities CCH serves. As the busiest trauma center in Illinois, Stroger Hospital cares for approximately 1,000 victims of gun violence each year at an annual cost upwards of \$50 million, yet the real cost of violence is the impact it has

on the victims, their families and their communities. Healing Hurt People (HHP), CCH's violence prevention program, provides violently injured youth with support and addresses the psychological trauma that can drive or result from the cycle of violence. HHP makes a positive impact on patients: increasing their safety, providing opportunities for support and peer learning, helping them to enroll in or stay in school, find jobs, navigate medical systems and link them to social services and trauma-specific mental health services. Recent research demonstrated that for participants who received HHP services for at least six months, 84% experienced decreases in Post-Traumatic Stress Disorder (PTSD) symptoms, 89% exhibited increased self-efficacy, 80% engaged in less aggressive behavior and 8% were reinjured, far below historical reinjury rates. Gun violence and injury prevention require a multi-faceted approach. CCH intends to leverage the work of its Trauma-informed Taskforce, an IMPACT 2020 initiative, to broaden its efforts in the coming years.

CCH's work in the justice-involved population is making a difference in the lives of individuals who find themselves incarcerated as the result of undiagnosed or untreated mental health or substance use disorders. From increased services in the community to prevent unnecessary detention, comprehensive care during detention and connections to care upon release, CCH believes there is a real chance to break the cycle of recidivism for this vulnerable population.

In 2020, the U.S. Census will take center stage throughout the country. The importance of an accurate "count" is critical to CCH and its patients therefore CCH will work closely with the Cook County Complete Count Committee to identify opportunities to engage patients and staff in the process.

Ultimately, there must be large-scale efforts that provide solutions, improvements and opportunities for all residents of Cook County to achieve their highest potential. To that end, Cook County Health is committed to advancing a [Health in All Policies \(HiAP\)](#) approach that incorporates health, equity and sustainability considerations into decision-making across sectors and policy areas to improve the quality of life for its residents.

IMPACT SOCIAL DETERMINANTS OF HEALTH AND ADVOCATE FOR PATIENTS

IMPACT 2020 ACCOMPLISHMENTS:

- Established the direct access plan for CCH CareLink members
- Expanded services to address medical needs of children who have experienced adverse childhood experiences (ACEs)
- Expanded “Food as Medicine” to all outpatient sites
- Aligned Women, Infants, and Children (WIC) services with health center locations
- Partnered with other organizations to establish a flexible housing pool to address homelessness issues of patients/members
- Established pilot program to improve the health status of African American men at Woodlawn Health Center
- Established six community health center advisory boards
- Legislation to require influenza vaccines for healthcare workers adopted and implemented
- Established care coordination program in bond court to link individuals with services
- Cook County Health joined [West Side United](#) as a founding member. West Side United seeks to improve neighborhood health by addressing inequality in healthcare, education, economic vitality and the physical environment using a cross-sector, place-based strategy.

Focus Area 5: Impact Social Determinants and Advocate for Patients

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
<p>5.1 Tailor Social Determinant of Health strategies to achieve the most impact on CCH patients and Health Plan members and create health equity.</p>	<p>5.1 A Establish cross-departmental stakeholder group to create a plan to address social determinants of health for CCH populations.</p>	<p>Develop tailored service plans for specific populations and implement the plans.</p>
	<p>5.1 B Leverage CountyCare data, including Health Risk Assessments (HRAs) to identify needed value-added benefits to membership related to social determinants of health and serve that improve health status.</p>	<p>Routine review of CountyCare data to make recommendations on additional value-added benefits that may be needed.</p>
	<p>5.1 C Partner with other organizations to address population healthcare needs outside of the healthcare system, including those related to food insecurity.</p>	<p>Continue “Food as Medicine” program to all outpatient sites. Evaluation complete related to onsite food pantries. Increase clients receiving Women, Infants and Children (WIC) services by 3% year over year. Convene CCDPH Food Summit and develop and distribute CCDPH Food Summit report. Organize and facilitate quarterly Cook County Good Food Task Force meetings and implement recommendations.</p>
	<p>5.1 D Grow and mature the housing strategy to improve patient outcomes.</p>	<p>Create criteria for long-term care (custodial) admissions to divert to housing with support services. Facilitate housing for CCH patients in CCH permanent supportive-housing models. Reduce unnecessary visits to the Emergency Department by homeless individuals by partnering with community-based organizations on innovative care solutions.</p>
	<p>5.1 E Educate local, state and federal officials on policies and practices that affect CCH populations.</p>	<p>Gain auto-assignment for eligible justice-involved in Cook County.</p>
	<p>5.1 F Collaborate nationally with county government stakeholders and large urban healthcare systems to garner congressional support to garner support for legislation that furthers the mission of CCH on shared policy priorities and targeted advocacy efforts.</p>	<p>Advocate for reinstating county eligibility in the National Health Services Corps (NHSC) loan forgiveness program.</p>
	<p>5.1 G Utilize CCH data and experience to address health inequities to conceptualize and plan robust interventions to improve population health and trauma-informed approaches.</p>	<p>Successfully implement strategies identified in the CCH Trauma-Informed Approaches Taskforce report. Track the number of staff trained in trauma-informed approaches and the number of designated trauma champions in each department.</p>
<p>5.2 Elevate organizational contributions to mitigate disparities.</p>	<p>5.1 H Develop focused program on populations that would benefit from better engagement in healthcare who are less likely to engage in appropriate preventive care.</p>	<p>Expand pilot program to provide outreach and engagement of 100 African American men by 2023 on hypertension and apply lessons learned across all outpatient sites.</p>
	<p>5.2 A Maximize external recognition of CCH best practices.</p>	<p>Establish center for Health Equity and Innovation. Convene quarterly research and innovation summits. Present CCH correctional best practices to other correctional health departments (e.g. Naloxone distribution, dental health, women’s health).</p>
	<p>5.2 B Work with Cook County government to advance a Health in All Policies (HiAP) approach that incorporates health, equity and sustainability considerations into decision-making across sectors and policy areas to improve the quality of life of its residents.</p>	<p>Convene internal CCDPH team to lead research and process development and implementation. Outreach to other local governments implementing HiAP to obtain lessons learned. Propose process to Cook County government to explore advancement of HiAP. Implement process with Cook County government to identify best mechanism to advance HiAP.</p>
	<p>5.2 C Support the Cook County Complete Count Census Commission in their efforts to ensure that all Cook County residents are counted in the 2020 Census.</p>	<p>Share CCH and CCDPH information with patients, providers, and community stakeholders on the importance of Census participation.</p>

OBJECTIVE	HIGHLIGHTED STRATEGIES	EXPECTED OUTCOMES
<p>5.2 Elevate organizational contributions to mitigate disparities.</p> <p>5.3 Utilize CCH data and experience to address health inequities to conceptualize and plan robust interventions to improve population health.</p>	<p>5.2 D Increase MBE/WBE participation on contracts.</p> <p>5.3 A Advocate for the adoption of a Cook County Lead Poisoning Prevention Ordinance.</p> <p>5.3 B Expand the use of population and epidemiologic data to identify upstream drivers of chronic diseases and conditions, improve birth outcomes and enhance childhood development.</p> <p>5.3 C Identify opportunities to partner with other governments and organizations to address gun violence, opioid use, and sexually transmitted infections.</p>	<p>Steadily increase MBE/WBE participation annually through an enhanced CCH outreach efforts and targeted programs with Group Purchasing Organizations (GPOs).</p> <p>Complete steps necessary for adoption, approval and implementation.</p> <p>Increase resources for patients and the community. Develop new partnerships to address key drivers of health inequity.</p> <p>Develop two initiatives that promote partnership with shared objectives.</p>

APPENDIX

Appendices

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Glossary

Adverse Childhood Experiences (ACEs) – A traumatic experience in a person’s life occurring before the age of 18 that the person remembers as an adult.

Adverse Pregnancy Outcomes Reporting System (APORS) – This reporting system collects information on Illinois infants born with birth defects or other abnormal conditions. The purpose of APORS is to conduct surveillance on birth defects, to guide public health policy in the reduction of adverse pregnancy outcomes and to identify and refer children who require special services to correct and prevent developmental problems and other disabling conditions.

Behavioral Health – Includes both mental health and substance use-related issues and describes the connection between behaviors and health and well-being.

Capital – Investment made in a brand-new initiative, program or service line.

Capital Improvement – Investment in upgrades on existing initiatives or service lines, providing added value to a business.

CareLink – CCH’s charity care program that extends financial assistance based on income.

Cerner – CCH’s electronic medical record that enables physicians, nurses and other authorized users to securely share patient data electronically across an organization. An online “digital chart” displays up-to-date patient information in real time, complete with decision-support tools for physicians and nurses.

Certified Public Health Department – A local health department that has received certification from the Illinois Department of Public Health (IDPH) after meeting its requirements for employing a qualified executive officer and achieving public health practice standards (including completion of an internal organizational capacity assessment and a community health needs assessment, development of a community health plan and compliance with required activities).

Charity Care – Services rendered to a patient where the hospital did not receive nor expect payment, based on the patient’s inability to pay.

Chronic Conditions Special Needs Plan (C-SNP) – C-SNPs enroll special needs individuals who have one or more comorbid and medically complex chronic conditions that are substantially disabling or life threatening; have a high risk of hospitalization or other significant adverse health outcomes; and require specialized delivery systems across domains of care. One example would be someone living with HIV. (Source: Centers for Medicaid and Medicare Services)

CLAS – The National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (the National CLAS Standards) are intended to advance health equity, improve quality, and help eliminate healthcare disparities by providing a blueprint for individuals and healthcare organizations to implement culturally and linguistically appropriate services. Adoption of these standards are intended to help advance better health and healthcare in the United States.

Clinical, Administrative, Research and Teaching (CART) – A way to measure healthcare provider productivity by classifying time spent on clinical, administrative, research or teaching activities.

Clinical Learning Environment Review (CLER) – A program developed by the Accreditation Council for Graduate Medical Education to recognize high quality teaching hospitals and health systems.

Clinical Trials – Research using participants (human volunteers) to advance medical knowledge.

Community Acute Care Hospital – An acute care hospital where patients receive active, but short-term care for a condition and are discharged once they are healthy.

Community Advisory Council (CAC) – A group of community stakeholders asked to provide input and guidance on community needs at CCH health centers.

Cook County Department of Public Health (CCDPH) – The state certified public health agency for most of suburban Cook County, serving 2.5 million residents in 125 municipalities. CCDPH focuses on disease prevention and health promotion in the communities within its jurisdiction. (Source: About Us, Cook County Dept. of Public Health)

Data Warehouse – A combination of many different databases across an entire enterprise. It serves as a centralized repository of data generated by all units within an enterprise optimized for and dedicated to analytics.

Electronic Medical Records (EMR) – A digital version of the traditional paper-based medical record for patients that resides in a system specifically designed to support users by providing access to medical history, diagnoses, medications, allergies, alerts, reminders, decision support systems, links to medical knowledge and other aids. CCH uses Cerner's EMR.

Enterprise Resource Planning (ERP) – The information technology systems providing the necessary tools to run a business in the areas of Financial Management, Logistics, Manufacturing, Human Resources and extended Supply Chain operations.

Federal 1115 Waiver – A demonstration waiver approved by the US Centers for Medicare and Medicaid Services (CMS) to expand Medicaid coverage to adults in Cook County whose income was at or below 133% of the federal poverty level (FPL). This waiver allowed CCH to begin enrolling these individuals in CountyCare before Medicaid expansion in Illinois took effect.

Federally Qualified Health Center (FQHC) – Health centers or clinics that serve medically-underserved areas and populations. Federally Qualified Health Centers provide primary care services on a sliding scale fee basis or regardless of one's ability to pay. FQHC is a reimbursement designation from the U.S. Department of Health and Human Services (HHS) Bureau of Primary Health Care and CMS. This designation is significant for several health programs funded under the Health Center Consolidation Act (Section 330 of the Public Health Service Act).

Food Insecurity – A set of circumstances where an individual lacks consistent access to enough food, affordable food, or healthy food.

Goal – An aspirational statement that combines an indicator with a desired level of achievement.

Group Purchasing Organization (GPO) – An entity that is created to leverage the purchasing power of a group of businesses to obtain discounts from vendors based on the collective buying power of the GPO members.

Healing Hurt People (HHP) – A hospital-based violence intervention program which uses assessment, psycho-education, intensive case management, group therapy and

mentoring to help youth who have been violently injured heal both physically and emotionally. (Source: *About Us*, Cook County Dept. of Public Health)

Health Equity – The opportunity for every person to attain his or her full health potential regardless of socioeconomic status and other factors.

Health in all Policies (HiAP) – A strategy that encourages collaboration across sectors with the focus of including health as a primary consideration in policymaking.

Health Risk Assessment (HRA) – A survey-based screening tool designed to evaluate patients' health attitudes, behaviors, risks and quality of life.

Healthcare Effectiveness Data and Information Set (HEDIS) – A tool developed by the National Committee for Quality Assurance (NCQA) used to measure and compare the performance of health plans.

Healthcare Information and Management Systems Society (HIMSS) – The entity that specifies a way to measure the progress of healthcare organizations towards achieving the ideal paperless patient record environment.

HealthIntent™ – A multi-purpose, programmable Cerner platform designed to scale at a population level while facilitating health and care at a person and provider level. This cloud-based platform enables healthcare systems to aggregate, transform and reconcile data across the continuum of care. A longitudinal record is established, through that process, for individual members of the population that the organization is held accountable for; helping to improve outcomes and lower costs for health and care. It enables organizations to identify, score and predict the risks of individual patients, allowing them to match the right care programs to the right individuals.

High-Reliability Organizations – Organizations that operate under challenging conditions yet experience fewer problems than would be anticipated as they have developed ways of "managing the unexpected" better than most organizations. (Source: *Patient Safety Primer*, U.S. Department of Health and Human Services)

Hospital Consumer Assessment of Healthcare Providers System (HCAHPS) – A standardized survey instrument and data collection methodology that measures patients' perspectives of hospital care. (Source: *U.S. Centers for Medicare and Medicaid Services*)

Illinois Department of Healthcare and Family Services (HFS) – Medicare plan designed for people living in their own

homes who require a higher level of care similar to services provided at a long-term care facility.

Institutional Equivalent Special Needs Plan (IE-SNP) – Medicare plan designed for people living in their own homes who require a higher level of care similar to services provided at a long-term care facility.

Institutional Special Needs Plan (I-SNP) – Medicare plan specific to those needing specialized care for 90 days or more in a long-term care facility such as a nursing home.

Integrated Care Program (ICP) – A program through the Illinois Department of Healthcare and Family Services to provide care for seniors and persons with disabilities who are eligible for Medicaid but not eligible for Medicare. (Source: Illinois Department of Healthcare and Family Services)

Intensive Care Unit (ICU) – A unit that provides intensive/complex care to patients with critical injuries or illnesses.

Joint Commission – The Joint Commission is a national independent organization that accredits and certifies healthcare organizations.

Juvenile Temporary Detention Center (JTDC) – Provides temporary secure housing for youth from the age of 10 through 16 years, who are awaiting adjudication of their cases by the Juvenile Division of the Cook County Courts. (Source: Cook County Government)

Left Without Being Seen – A term often used by emergency departments (ED) to designate a patient encounter that ended with the patient leaving before the patient could be seen by a certified physician.

Magnet Recognition Program® – A designation from the American Nurses Credentialing Center (ANCC) that represents nursing excellence and high quality care delivery. Only 8% of US hospitals have earned this designation.

Managed Care Organization – A healthcare organization which uses managed care techniques which are designed to reduce cost of health plans.

Medicaid – A state and federal program that provides health coverage for those with very low income.

Medicaid Managed Care – Services provided through an arrangement between a state Medicaid agency and managed care organizations (MCOs) that accept a set payment – “capitation” – for these services. The state pays the MCO a monthly premium to cover the services provided to a beneficiary. There are two main forms of Medicaid managed care, “risk-based MCOs” and “primary care case management

(PCCM).” In a risk-based MCO system, the State pays a flat per-member-per-month rate and the MCO pays for healthcare services rendered to the member. In a PCCM system, the State pays for services on a fee-for-service basis as well as a monthly fee to a contracted primary care provider to coordinate care for the beneficiary.

Medical Group Management Association – A national organization, founded in 1926, and is the nation’s leading membership association for medical practice administrators and executives.

Medicare – A federal health insurance program for people age 65 or older, people under age 65 with certain disabilities, and people of all ages with end-stage renal disease (permanent kidney failure requiring dialysis or a kidney transplant); coverage is regardless of income.

Medicare-Medicaid Alignment Initiative (MMAI) – One of Illinois’ managed care programs, specifically designed for seniors and individuals with disabilities receiving full Medicare and Medicaid coverage, that wraps coverage into one health plan, including prescription drugs.

Medication Assisted Treatment – The use of medications in combination with counseling and behavioral therapies, which is effective in the treatment of opioid use disorders

Minority Business Enterprise/Women Business – A designation for a business that is at least 51% owned by members who belong to a minority group as certified by the National Minority Supplier Development Council or the Women’s Business Enterprise National Council respectively.

National Alliance on Mental Illness – A grassroots organization which advocates for education and policy around issues facing people with mental illness and their families.

National Committee for Quality Assurance – An independent organization which measures and accredits performance of healthcare products and services. Its programs include HCAHPS, HEDIS, and PCMH.

National Database for Nursing Quality Indicators – An independent organization which measures and accredits performance of healthcare products and services. Its programs include HCAHPS, HEDIS, and PCMH.

National Health Service Corps – A federal program that promotes improved access to primary care by providing scholarships and loan repayment for medical professionals who have committed to working in underserved urban, rural and frontier areas.

Network – The group of providers in a plan. A network may include physicians, physician groups, hospitals, clinics, etc.

Objective – Total or partial attainment of a goal within a specified time.

Outpatient Services – Medical services or procedures that do not require a patient to stay overnight in a healthcare facility.

Patient Protection and Affordable Care Act (ACA) – The comprehensive healthcare reform law enacted in March 2010. The law was enacted in two parts: The Patient Protection and Affordable Care Act was signed into law on March 23, 2010 and was amended by the Health Care and Education Reconciliation Act on March 30, 2010. The name “Affordable Care Act” is used to refer to the final, amended version of the law. The law seeks to decrease the number of uninsured, improve health outcomes and streamline the delivery of healthcare.

Pay for Performance – In the healthcare industry, pay for performance (P4P), also known as “value-based purchasing,” is a payment model that offers financial incentives to physicians, hospitals, medical groups, and other healthcare providers for meeting certain performance measures.

Payor Mix – The distribution of revenue across payor sources – e.g., Medicare, Medicaid, private, or commercial insurance.

Per-Member-Per-Month (PMPM) – One of the most common payment arrangements for managed care. A PMPM agreement is when a healthcare provider is paid a set amount for each individual enrolled or “empaneled” with them. The PMPM remains the same for an individual whether they receive no healthcare services in a month, or very intensive healthcare services.

Population Health – The health outcomes of an entire population or an approach that aims to improve the health of an entire population.

Primary Care Medical Home (PCMH) – A care delivery model whereby patient treatment is coordinated through a primary care team to ensure the patient receives the necessary care when and where they need it, in a manner they can understand. Patients are “empaneled” or part of a “panel” with a specific provider.

Race, Ethnicity and Language (REaL) – Qualitative patient data which is collected to assess health disparities across groups and is standardized according to Agency for Healthcare Research and Quality recommendations.

Relative Value Units (RVU) – An RVU is a dollar amount that is assigned to each encounter, procedure, or surgery.

The value is standardized, but the way the value is used in the compensation formula may vary from employer to employer.

Request for Proposal – A detailed specification of goods or services required by an organization, sent to potential contractors or suppliers.

Shakman Decrees – A series of Federal court orders regarding government employment in Chicago, which were issued in 1972, 1979, and 1983, in response to a lawsuit filed by civic reformer Michael Shakman. The decrees barred the practice of political patronage, under which government jobs are given to supporters of a politician or party, and government employees may be fired for not supporting a favored candidate or party.

Skilled Nursing Facility – Skilled Nursing Facility provides nursing and therapy care that can only be safely and effectively performed by, or under the supervision of, professionals or technical personnel. It's healthcare given when you need skilled nursing or skilled therapy to treat, manage, and observe your condition, and evaluate your care.

Social Determinants of Health – According to the World Health Organization (WHO), the social determinants of health are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life. These forces and systems include economic policies and systems, development agendas, social norms, social policies and political systems.

Social Security Income/Social Security Disability Income – SSI is a need-based disability benefits program for people with household income under a certain amount. SSDI is a disability benefits program that is dispensed to qualifying people who have worked a certain number of years.

Tertiary Care – Healthcare delivered by specialists. Patients are often referred to these specialists by their primary care physicians for consultations on advanced medical treatments.

Trauma Center – A hospital equipped and staffed to provide care for patients suffering from major traumatic injuries such as falls, motor vehicle collisions, or gunshot wounds. Trauma centers vary in their specific capabilities and are identified by the Illinois Department of Public Health by “Level” designation: Level-I (Level-1) being the highest, to Level-III (Level-3) being the lowest (some states have five designated levels, in which case Level-V (Level-5) is the lowest). Stroger Hospital is home to the busiest Level-I trauma center in Illinois and one of the busiest in the nation.

Uncompensated Care – Healthcare or services provided by hospitals or healthcare providers that are not reimbursed from

the patient or from third-party payers. Often uncompensated care arises when people are uninsured or underinsured and cannot afford to pay the cost of care. Some costs for these services may be covered through cost shifting.

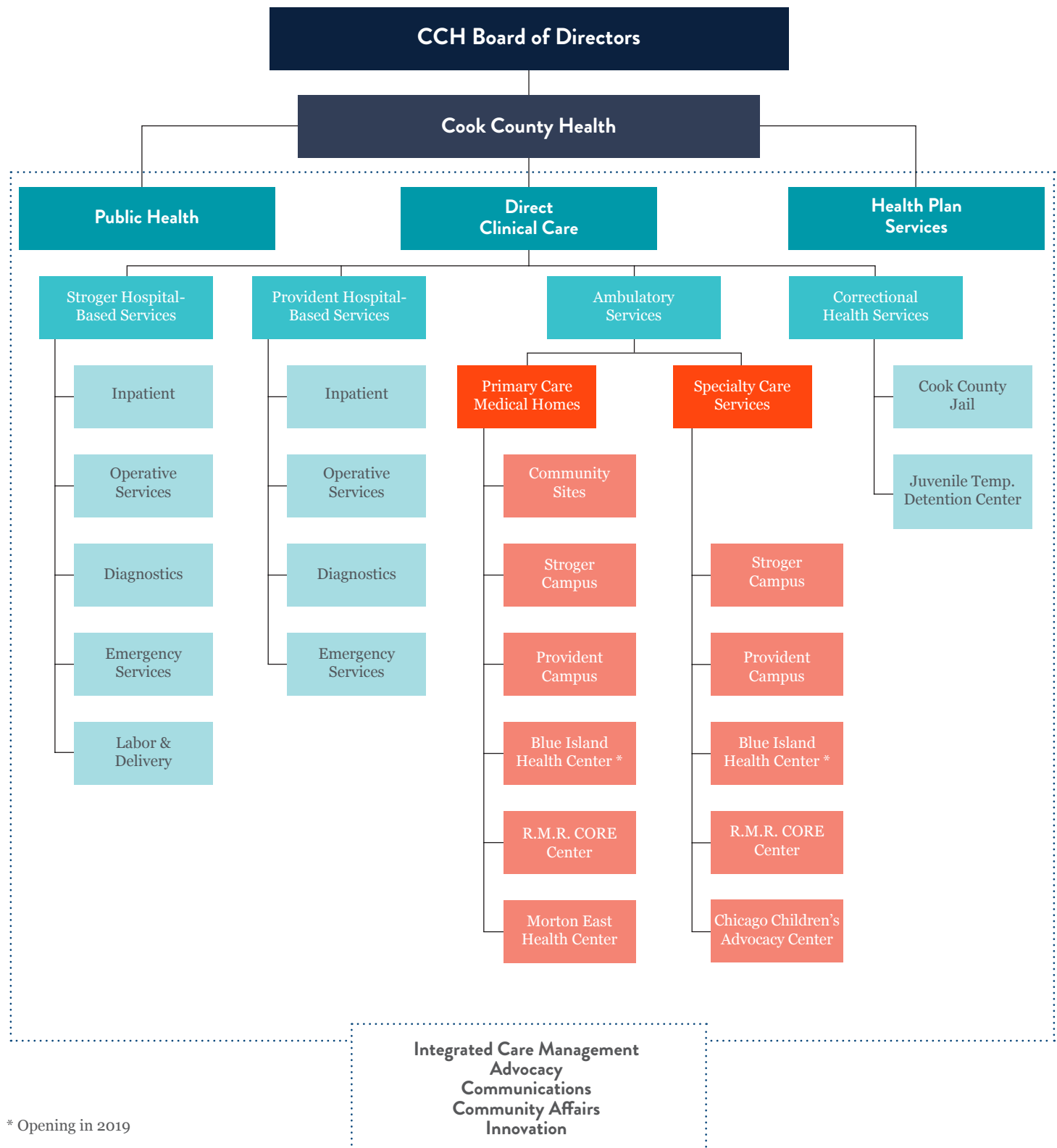
Underinsured – People with public or private insurance policies that do not cover all necessary healthcare services, resulting in out-of-pocket expenses that exceed their ability to pay.

U.S. Centers for Medicare & Medicaid Services (CMS) – The federal agency that oversees the Medicare and Medicaid programs in conjunction with state governments.

Wait Time – Period of time before a patient is seen by a medical professional.

WIC – The Special Supplemental Nutrition Program for Women, Infants, and Children offers grants to States to provide pregnant and postpartum women and children up to age 5 at nutritional risk with supplemental foods, healthcare referrals and nutrition education.

Organizational Structure



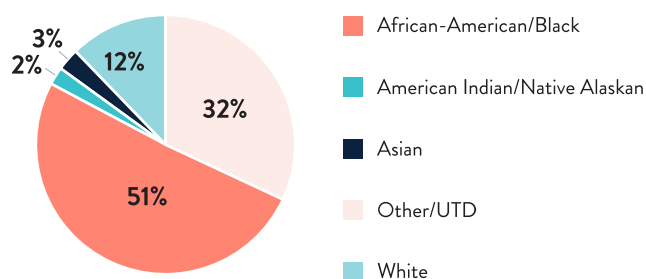
* Opening in 2019

Demographics, Utilization and Membership Data

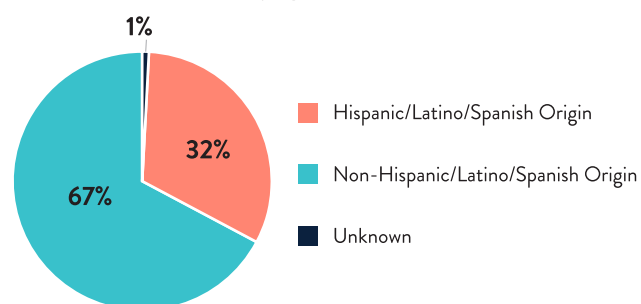
OVERVIEW OF CCH PATIENT DEMOGRAPHICS *

FY2018

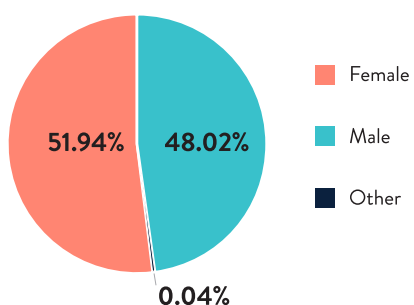
RACE



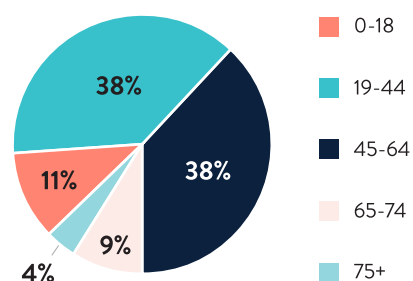
ETHNICITY



GENDER



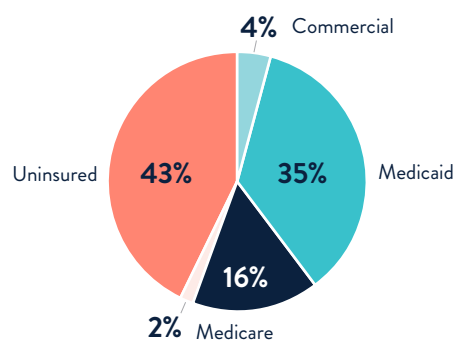
AGE GROUPS



* Patient Self Reported

FY2018 CCH VISITS BY PAYOR GROUP

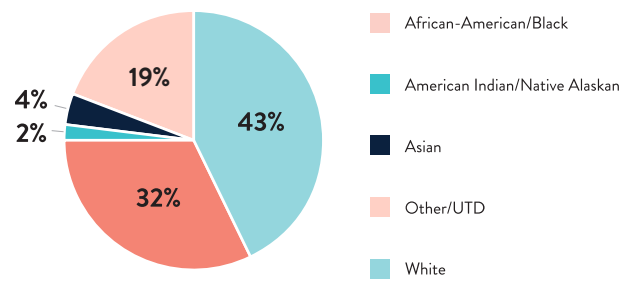
PAYOR	TOTAL VISITS
Commercial	4%
Medicaid*	35%
Medicare*	16%
Others	2%
Uninsured	43%



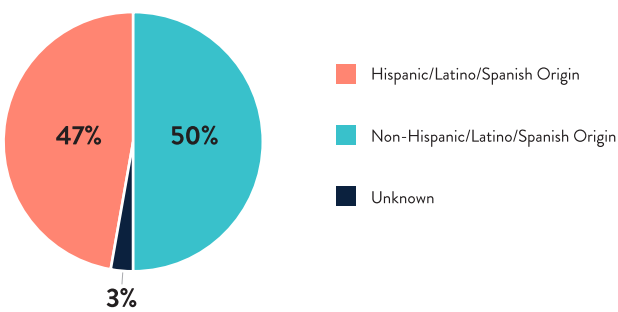
*Medicaid and Medicare include Fee For Service and Managed Care

FY2018 SUMMARY OF CCH UNINSURED PATIENTS*

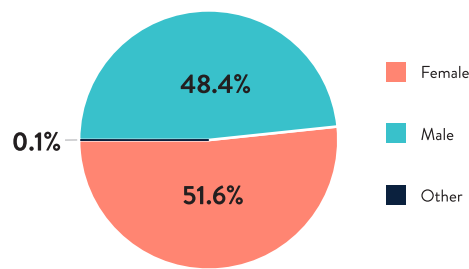
RACE



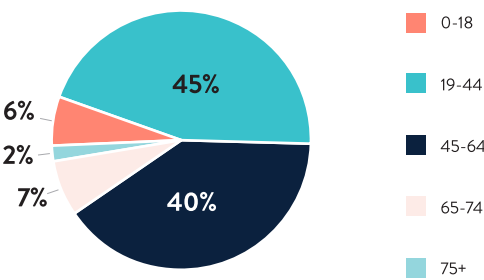
ETHNICITY



GENDER

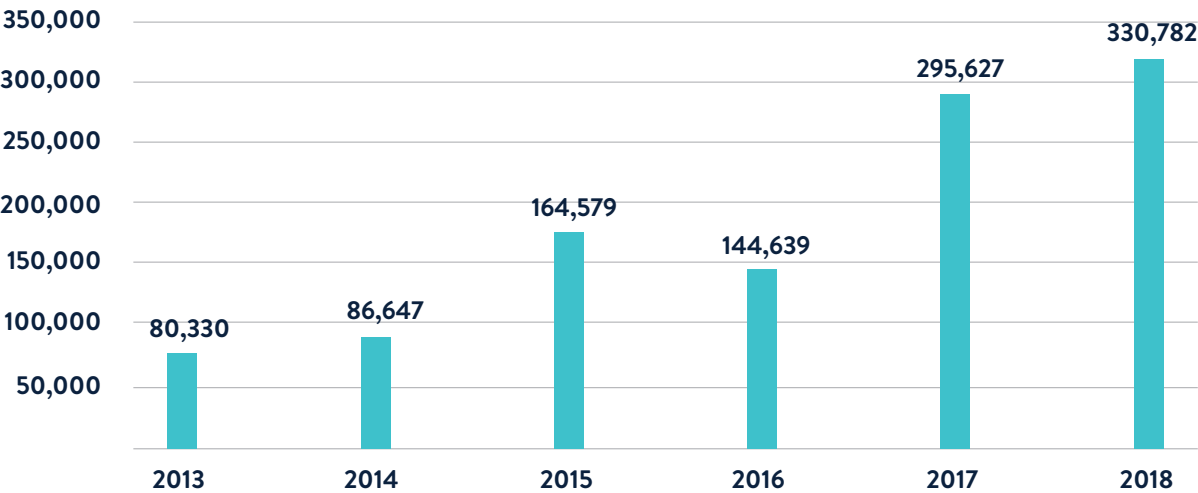


AGE GROUPS

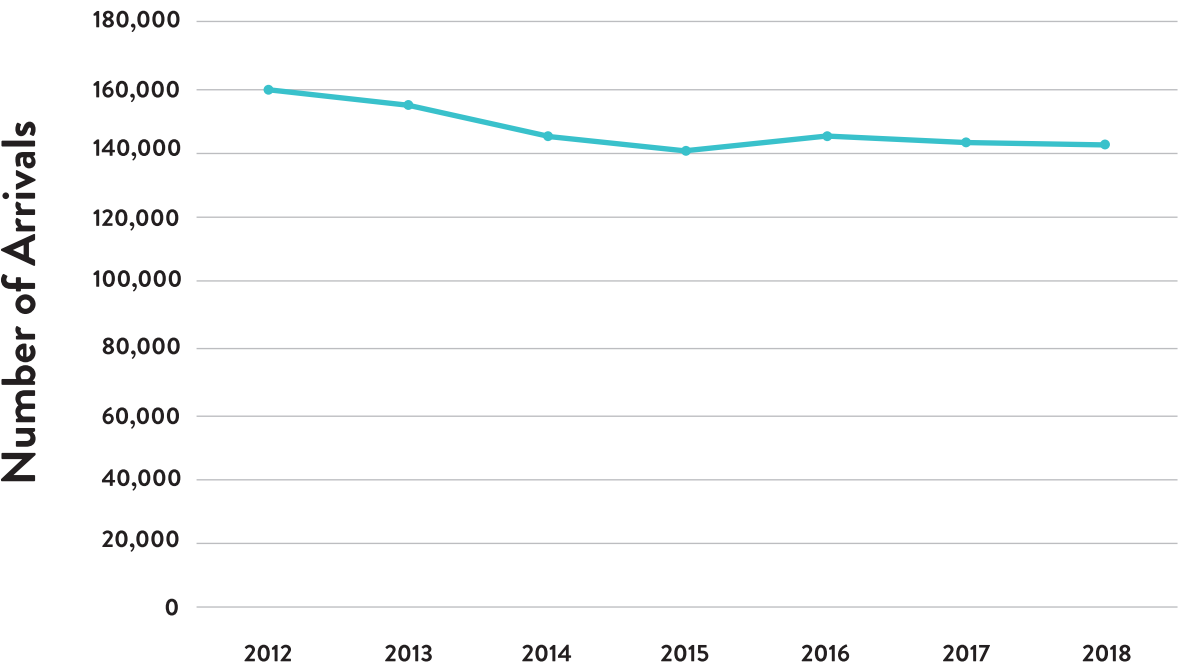


*Patient Self Reported

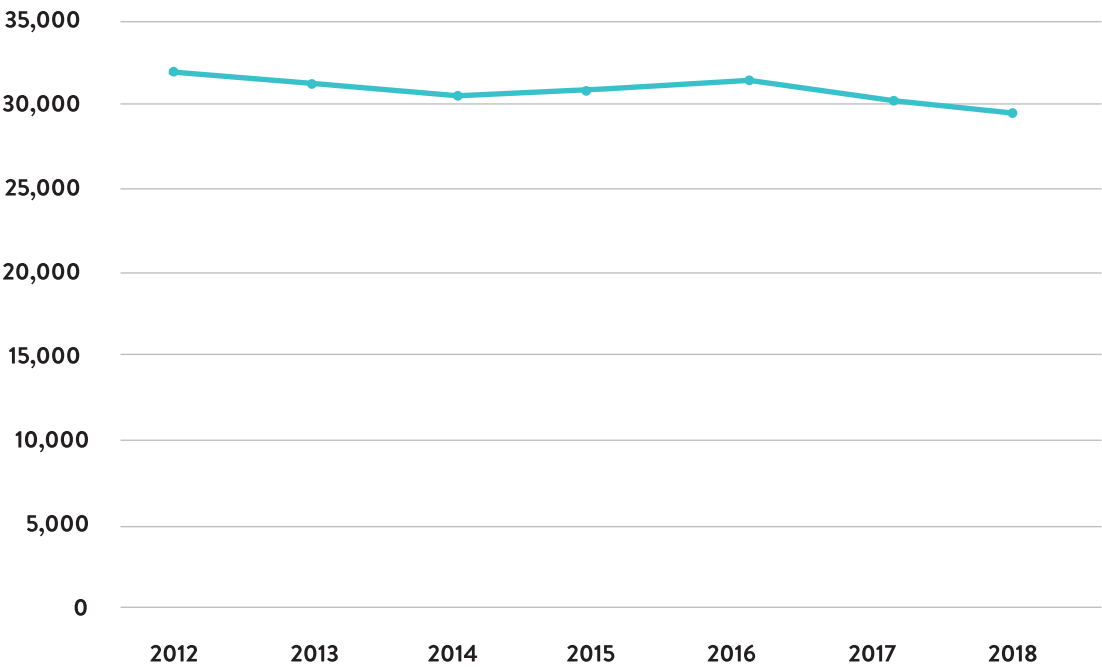
COUNTYCARE YEAR END MEMBERSHIP



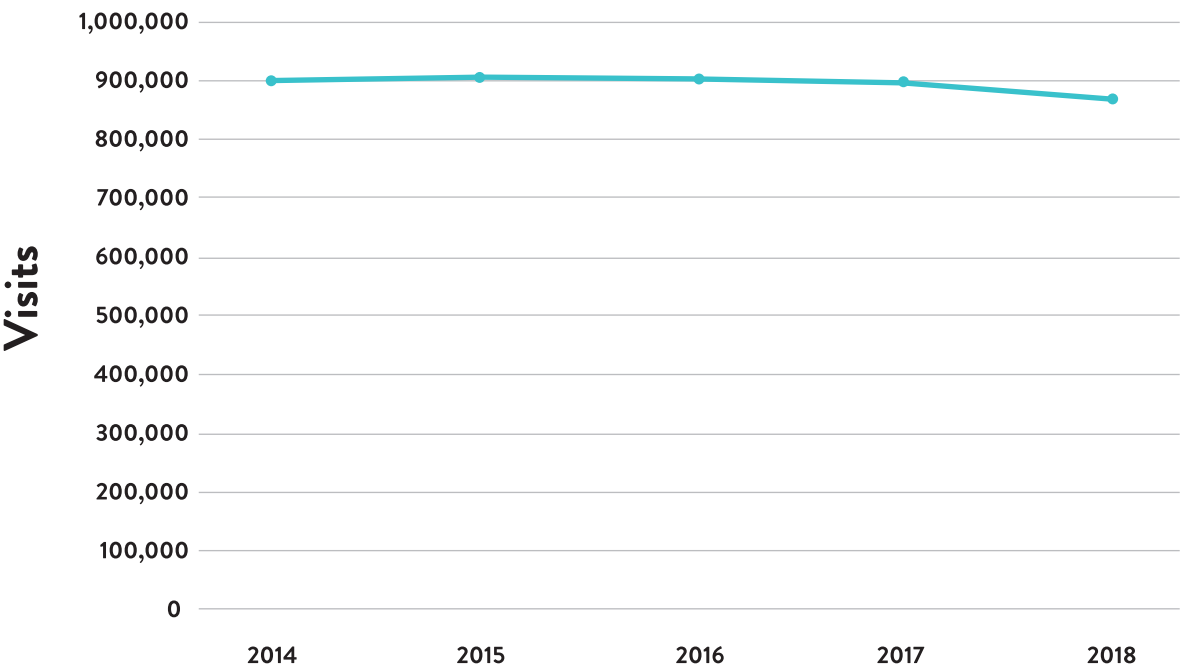
EMERGENCY SERVICES



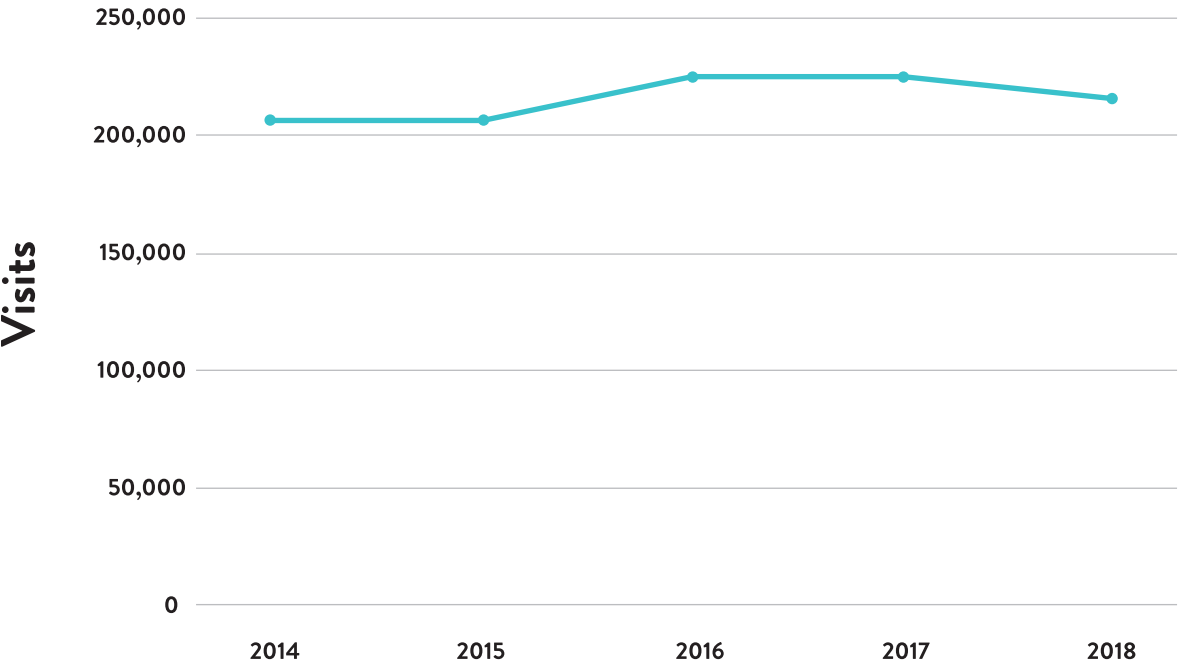
INPATIENT/OBSERVATION SERVICES



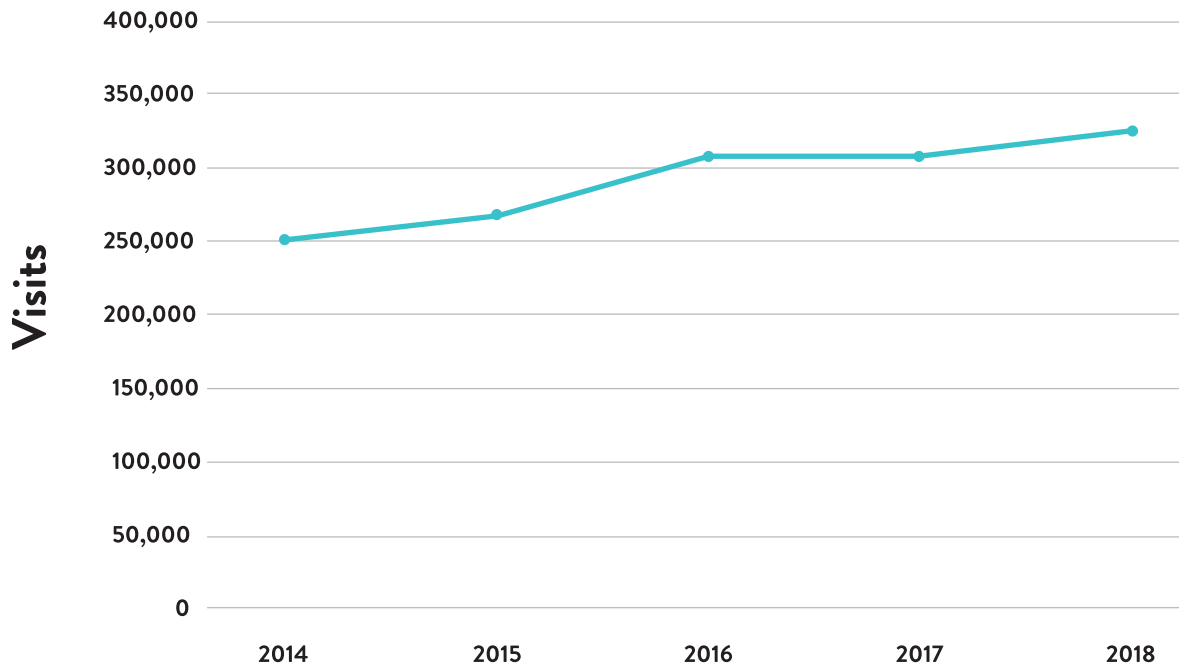
TOTAL OUTPATIENT VISITS



PRIMARY CARE PROVIDER VISITS



SPECIALITY CARE PROVIDER VISITS



FY2018 VOLUME BY ENCOUNTER TYPE

Outpatient Registrations	873,822
Emergency	142,735
Inpatient	18,146
Observation	10,971

CORRECTIONAL HEALTH*

CATEGORY	VOLUME
Intake Screenings	41,730
Detoxification	10,619
Mental Health Visits	27,401
Dental Visits	13,685
Medication Orders	693,737
Medication Doses Dispensed	5,378,941
Methadone Doses Dispensed	14,287
Suboxone	15,550
Naloxone	2,332
Radiology	45,931

*Calendar Year 2018

CCH OPERATING ROOM PROCEDURES – FY2018

MODALITY	STROGER	PROVIDENT
Breast Oncology	255	*
Burn	158	*
Cardiac Surgery	227	*
Colorectal	600	49
Ear Nose Throat	691	4
Gastroenterology	10	514
General Surgery	1,525	236
Neuro Surgery	310	*
Obstetrics/Gynecology	1,288	306
Oncology	134	*
Ophthalmology	1,315	1,115
Oral Maxillofacial	395	50
Orthopedics	1,660	*
Other	126	62
Pediatrics General	70	*
PEDS Urology	123	*
Plastics	471	*
Podiatry	176	216
Thoracic	189	*
Trauma	505	*
Urology	1,425	244
Vascular	658	*
TOTAL	12,311	2,796

* denotes services not provided at Provident in FY18

DIAGNOSTIC, THERAPEUTIC AND PROCEDURAL SERVICES – FY2018

Radiology

Ultrasound	31,408
Nuclear Medicine	6,518
Mammography	16,852
Magnetic Resonance Imaging	9,135
Interventional Radiology	3,540
Diagnostic Radiology	175,300
Computerized Tomography	58,970
TOTAL	301,723

Other

Lab Studies Performed	1,570,040
Cardiac Catheterization	1,144
Deliveries	1,002
Dialysis Treatments	3,059
Outpatient Infusion Center	14,160
Laser Eye Treatments	1,170
Gastrointestinal Procedures	7,046
Pain Management	4,076
TOTAL	1,601,697

Community Town Hall Summary

As part of the community input process, Cook County Health (CCH) hosted four Strategic Planning Town Halls. CCH sent out more than 12,000 Town Hall email invites through our community email distribution list. In addition, Community Affairs staff contacted partner organizations to ensure that they would disseminate the schedule to their constituencies and to encourage their participation at these meetings.

Torrential rains and storms affected the participation at the Central Campus and Provident Town Halls. The Town Halls brought a mixture of community members, partner organizations and representatives from different healthcare entities and medical insurance plans. At each town hall, Dr. Shannon presented an overview of the focus areas and major initiatives the system has identified for 2020-2023. Participants were able to make comments and/or ask questions at each of the events.

STROGER HOSPITAL/CENTRAL CAMPUS TOWN HALL (APRIL 30, 2019)

- 7 people attended the Town Hall.
- The Chicago Hispanic Health Coalition brought 3 representatives who spoke about access to medical insurance by the uninsured.
- 7th District Commissioner Alma Anaya attended the meeting.
- Dr. Shannon stressed that Stroger and Provident Hospitals provide 50% of the charity care in Cook County.

PROVIDENT HOSPITAL TOWN HALL (MAY 2, 2019)

- 14 people attended the Town Hall.
- This Town Hall sought input from residents in the southern portions of the city of Chicago, mostly encompassing the CCH South Cluster.

- One audience member mentioned that CCH needs to be a leader in ensuring that minorities enter the medical field.
- Dr. Shannon indicated that CCH is planning a new facility on the campus with expanded services.

CICERO COMMUNITY CENTER TOWN HALL (MAY 7, 2019)

- 23 people attended the Town Hall.
- This Town Hall sought input from residents from a Latino/Hispanic background, mostly encompassing the CCH North West Cluster. The presentation was presented and distributed in Spanish to attendees.
- Enlace Chicago brought several representatives who advocated for health insurance coverage for the undocumented and those who do not have access to health insurance.

OAK FOREST HEALTH CENTER TOWN HALL (MAY 9, 2019)

- 12 people attended the Town Hall.
- This Town Hall sought input from residents in the southern suburban portions of Cook County, mostly encompassing the CCH South Suburban Cluster.
- 6th District Commissioner Donna Miller attended the meeting.
- A representative of National Alliance on Mental Illness (NAMI) was concerned about where people with mental illness can obtain the help that they need.

Employee Town Hall Summary

EMPLOYEE SURVEY AND TOWN HALL MEETINGS SUMMARY

To receive employee input during the strategic planning process, the Cook County Health and Hospitals System (CCH) hosted three employee Town Hall meetings in advance of drafting IMPACT 2023 and conducted an employee survey to obtain valuable feedback. CCH emailed employees and advised them of the opportunity to participate in "System Briefs" and in flyers distributed throughout the organization. In total, 187 individuals attended the employee Town Hall meetings:

- **Provident Hospital Town Hall:** May 2, 2019
64 employees
- **Oak Forest Health Center Town Hall:** May 9, 2019
55 employees
- **Stroger Hospital Town Hall:** April 30, 2019
68 employees

Employee Survey

There were a total of 169 employees who completed the Employee Strategic Planning Survey.

- Of these, only 45 or 27% had attended a Town Hall meeting where the strategic priorities were discussed.

With regard to the priorities, employees were asked to rate each of them from 1 to 5.

- 35 or 21% of the employees who completed the survey are in a supervisory role.
 - Of these, 46% documented monthly staff meeting with supervisor and 29% had weekly meetings.
- 132 or 79% of these employees who completed the survey are in a non-supervisory role.
 - Of these, 36% documented monthly staff meeting with supervisor and 13% had weekly meetings.
- 49 or 29% of employees that completed the survey work primarily at Stroger Hospital, 9% at community health centers, and 49% each from CCDPH, Cermak Health Services and Provident Hospital.
- 62% of employees were identified as clinical and 38% as non-clinical.
- For the clinical roles:
 - 52 or 50% are nurses
 - 1 or 1% are pharmacists
 - 14 or 13% are physicians
 - 4 or 4% are PA/CNPs
 - 10 or 10% are technicians/aides

PRIORITY	NUMBER/PERCENT WITH A SCORE OF 5	AVERAGE SCORE
Deliver High Quality Care	50%	4.2
Grow to Serve and Compete	60%	4.4
Foster Fiscal Stewardship	42%	4.0
Invest in Resources/Leverage Valuable Assets	53%/43%	4.3/4.1
Impact Social Determinants of Health/Advocate for Patients	62%	4.4

Employee Survey

Confidential

Page 1 of 4

CCH Strategic Plan - Employee Feedback Survey

CCH is in the process of developing its 2020-2022 strategic plan. In addition to more than 20 presentations to the CCH Board of Directors, CCH has held town hall meetings for staff and the community.

It is important for us to hear from as many employees as possible as we develop specific strategies to guide our success in the coming years. Additionally, the strategic plan will serve as the foundation for our 2020-2022 budgets.

This survey should take no longer than 20 minutes and does not require any personal contact information. Your engagement and feedback are greatly appreciated. Please complete this survey by 5/27/2019.

Thank you!

Are you in a supervisory role?

☐ Yes ☐ No

If yes, how often do you hold regular meetings with your team?

- ☐ Daily
- ☐ Weekly
- ☐ Every other week
- ☐ Monthly
- ☐ Every other month
- ☐ Quarterly
- ☐ Twice a year
- ☐ Once a year
- ☐ As needed
- ☐ Never

If no, how often does your supervisor hold regular meetings with your team?

- ☐ Daily
- ☐ Weekly
- ☐ Every other week
- ☐ Monthly
- ☐ Every other month
- ☐ Quarterly
- ☐ Twice a year
- ☐ Once a year
- ☐ As needed
- ☐ Never

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Where do you primarily work?

- ☐ Administration Building
- ☐ Arlington Heights Health Center
- ☐ Austin Health Center
- ☐ Cermak Health Services
- ☐ Central Campus Specialty Care Clinics
- ☐ Central Campus Primary Care
- ☐ Children's Advocacy Center
- ☐ Cicero Health Center
- ☐ CORE Center
- ☐ Cottage Grove Health Center
- ☐ Englewood Health Center
- ☐ JTDC
- ☐ Logan Square Health Center
- ☐ Morton East
- ☐ Near South Health Center
- ☐ Oak Forest Health Center
- ☐ Prieto Health Center
- ☐ Professional Building
- ☐ Provident Hospital
- ☐ Public Health
- ☐ Robbins Health Center
- ☐ Sengstacke Health Center
- ☐ Stroger Hospital
- ☐ Woodlawn Health Center

Do you consider your role:

- ☐ Clinical ☐ Non-Clinical

If clinical, what is your role?

- ☐ Nurse ☐ Pharmacist
☐ Physician ☐ Physician Assistant/Nurse
 Practitioner ☐ Technician/Aide
☐ Others, please specify:

Others, please specify:

Please choose your clinical department (if applicable)

- ☐ Anesthesiology ☐ Cermak
☐ Employee Health Services
☐ Emergency Medicine
☐ Family Medicine ☐ General Medicine
☐ Lab ☐ OBGYN ☐ Oral Health
☐ Pediatrics ☐ Pharmacy
☐ Psychiatry ☐ PT/OT/Speech
☐ Radiology ☐ Surgery
☐ Trauma ☐ Other, please specify:

Other Clinical Department

Please choose your non-clinical department (if applicable)

- ☐ Administration- System
☐ Administration- CountyCare
☐ Care Coordination ☐ Facilities (B&G, environmental service, police, etc.)
☐ Finance ☐ Human Resources
☐ IT ☐ Support Services (transport, interpreters, etc.)
☐ Other, please specify:

Other Non-Clinical Department

How long have you worked at Cook County Health?

- ☐ Less than 1 year ☐ 1-5 years
☐ 5-10 years ☐ 10-20 years
☐ More than 20 years

What one word comes to mind when you think about CCH?

(Type in one word here)

What one word comes to mind when you think about your role at CCH?

(Type in one word here)

What can you do to contribute to the success of CCH?

Have you attended a recent Town Hall meeting?

- ☐ Yes ☐ No

If yes, did you find it informative?

- ☐ Yes ☐ No

The 2020-2022 strategic plan will have six focus areas. Please rate how important each of the CCH focus areas are to you personally - 1 being the least important, 5 being the most important.

Deliver High Quality Care

- ☐ 1 ☐ 2 ☐ 3 ☐ 4
☐ 5
(1 - Least important, 5 - Most important)

Grow to Serve and Compete

- ☐ 1 ☐ 2 ☐ 3 ☐ 4
☐ 5
(1 - Least important, 5 - Most important)

Foster Fiscal Stewardship

- ☐ 1 ☐ 2 ☐ 3 ☐ 4
☐ 5
(1 - Least important, 5 - Most important)

Invest in Resources

- ☐ 1 ☐ 2 ☐ 3 ☐ 4
☐ 5
(1 - Least important, 5 - Most important)

Leverage Valuable Assets

- ☐ 1 ☐ 2 ☐ 3 ☐ 4
☐ 5
(1 - Least important, 5 - Most important)

Impact Social Determinants of Health/Advocate for Patients

- ☐ 1 ☐ 2 ☐ 3 ☐ 4
☐ 5
(1 - Least important, 5 - Most important)

The population is aging. What are we doing to attract these patients?

How do we stay true to our mission to care for all under these circumstances:

- ☐ Uninsured volumes are up (charity care and self-pay)
- ☐ No additional local tax payer support can be expected
- ☐ Competition for Medicaid exists
- ☐ Patient experience is not helping volumes

What should CCH's highest priority be in the next three years?

What services are needed in the community?

What are we doing well? Not so well?

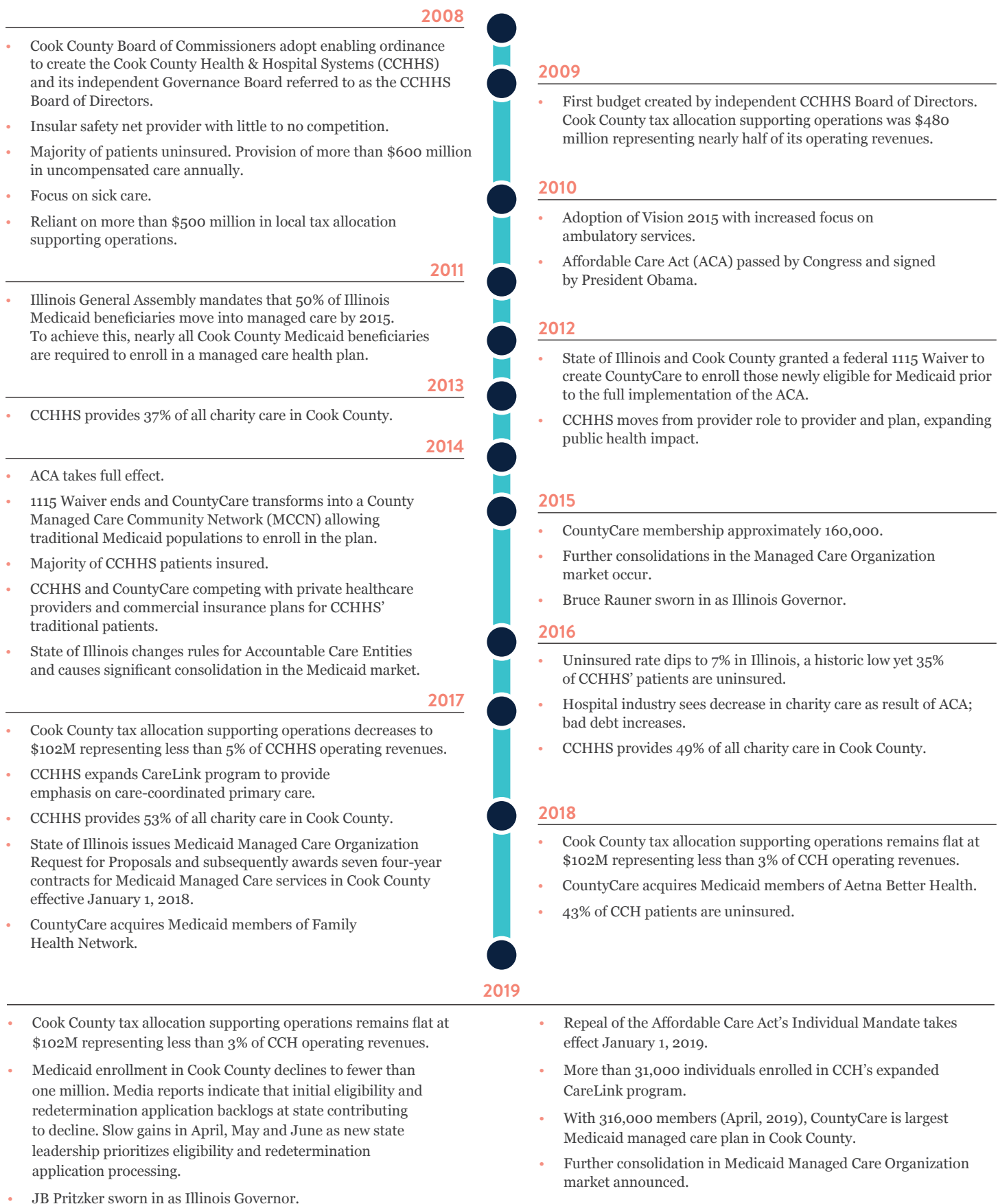
How do we treat patients who come from different races, religions and ethnicities?

What must we do to thrive in an environment where reimbursements will be driven by outcomes without regard for how sick the patient is or his/her social supports?

What programs and services do we offer that set us apart?

Other comments:

Timeline



Presentation List

DATE	TOPIC	PRESENTER
Nov. 30, 2018	Population Overview and Projections	Doug Elwell , Deputy CEO, Finance & Strategy, CCH
Dec. 21, 2018	Environmental Assessment: Epidemiology, Health Status & Disparities in Cook County	Terry Mason, MD , COO, Cook County Department of Public Health
Dec. 21, 2018	Information Technology Overview	Donna Hart , CIO, CCH
Jan. 18, 2019	Financial Status and Pressures	Ekerete Akpan , CFO, CCH
Jan. 25, 2019	State and Federal Issues	Letitia Close , Executive Director of Government Affairs, CCH
Feb. 19, 2019	Human Resources	Barbara Pryor , Chief Human Resources Officer, CCH
Feb. 22, 2019	Pension Overview	Ammar Rizki , CFO, Cook County
Feb. 22, 2019	Quality and Reliability	Ron Wyatt, MD , Chief Quality Officer, CCH
Feb. 27, 2019	Extramural Funding	Leticia Reyes-Nash , Director, Programmatic Services and Innovation, CCH
Feb. 27, 2019	Health Equity and Social Determinants	Terry Mason, MD , COO, Cook County Department of Public Health Mary Sajdak , COO, Integrated Care Services, CCH
Feb. 27, 2019	Correctional Health	Linda Follenweider , COO, Correctional Health, CCH
Feb. 27, 2019	Behavioral Health	Diane Washington, MD , Executive Director of Behavioral Health, CCH
Feb. 28, 2019	Safety Net Strategies/Vulnerabilities, Local Market Realities, Partnerships	John Jay Shannon, MD , CEO, CCH
Mar. 15, 2019	Integrated Care Management	Mary Sajdak , COO, Integrated Care Services
Mar. 15, 2019	Medicaid Managed Care	Jim Kiamos , CEO, CountyCare, CCH
Mar. 22, 2019	Research	William Trick, MD , Director of Collaborative Research Unit, CCH
Mar. 29, 2019	Clinical Activity, Utilization & Operational Efficiency	Debra Carey , Deputy CEO, Operations, CCH
Mar. 29, 2019	Medical Practice	Claudia Fegan, MD , Chief Medical Officer, CCH
Apr. 16, 2019	Nursing Management	Beena Peters, DNP, RN , Chief Nursing Officer, CCH
Apr. 18, 2019	Graduate Education	John O'Brien, MD , Designated Institutional Officer (DIO), Department of Professional Education, CCH
Apr. 18, 2019	Capital Equipment	Ekerete Akpan , CFO, CCH
Apr. 18, 2019	Primary Care/Maternal Child Care	Iliana Mora , COO, Ambulatory Services, CCH
Apr. 18, 2019	Diagnostic/Specialty Services	Jarrold Johnson , COO, Hospital-Based Services, CCH
Apr. 26, 2019	Marketing, Communication, Branding	Caryn Stancik , Chief Communications & Marketing Officer, CCH
Apr. 26, 2019	Cook County Department of Public Health	Terry Mason, MD , COO, Cook County Department of Public Health, CCH
May 31, 2019	Strategic Planning - Priorities, Financial Impact	John Jay Shannon, MD , CEO, CCH
Sep. 13, 2019	Three Year Financial Forecast	Ekerete Akpan , CFO, CCH

Enabling Ordinance

ARTICLE V.-- COOK COUNTY HEALTH AND HOSPITALS SYSTEM^[1]

Sec. 38-70. - Short title.

This Ordinance shall be known and may be cited as the “Ordinance Establishing the Cook County Health and Hospitals System.”

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-71. - Declaration.

(a) The County Board hereby establishes the Cook County Health and Hospitals System (“CCHHS or System”) which shall be an agency of and funded by Cook County. All personnel, facilities, equipment and supplies within the formerly constituted Cook County Bureau of Health Services are now established within the CCHHS. Pursuant to the provisions contained herein, the CCHHS and all personnel, facilities, equipment and supplies within the CCHHS shall be governed by a Board of Directors (“System Board”) as provided herein. The System Board shall be accountable to and shall be funded by the County Board and shall obtain County Board approval as required herein. The County Board hereby finds and declares that the CCHHS shall:

- (1) Provide integrated health services with dignity and respect, regardless of a patient’s ability to pay;
- (2) Provide access to quality preventive, acute, and chronic healthcare for all the People of Cook County, Illinois (the “County”);
- (3) Provide quality emergency medical services to all the People of the County;
- (4) Provide health education for patients, and participate in the education of future generations of healthcare professionals;
- (5) Engage in research which enhances its ability to meet the healthcare needs of the People of the County; and,
- (6) Perform, through the Cook County Department of Public Health, essential services of a local public health authority as provided in the Cook County Board of Health Ordinance, Sections 38-26 through 38-40 of the Cook County Code, other Cook County Ordinances imposing duties upon the Cook County Department of Public Health, and the regulations of the Cook County Department of Public Health promulgated thereunder; the Department

of Public Health Act, 20 ILCS 2305/1 et seq.; the Civil Administrative Code of Illinois, 20 ILCS 2310/2310-1 et seq.; and as further detailed in regulations promulgated by the Illinois Department of Public Health under the Certified Local Health Department Code, 77 Ill. Adm. Code 600.110 et seq.; provided, however, that the County Board shall continue to serve as the Board of Health of Cook County.

(b) This article recognizes the essential nature of the Mission of the CCHHS as set forth in Section 38-74, and the need for sufficient and sustainable public funding of the CCHHS in order to fulfill its mission of universal access to quality healthcare.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-72. - Definitions.

For purposes of this article, the following words or terms shall have the meaning or construction ascribed to them in this section:

Chairperson means the chairperson of the System Board.

Cook County Code means the Code of Ordinances of Cook County, Illinois.

Cook County Health and Hospitals System also referred to as “CCHHS”, means the public health system comprised of the facilities at, and the services provided by or through, the Ambulatory and Community Health Network, Cermak Health Services of Cook County, Cook County Department of Public Health, Oak Forest Hospital of Cook County, Provident Hospital of Cook County, Ruth M. Rothstein CORE Center, and John H. Stroger, Jr. Hospital of Cook County, (collectively, the “CCHHS Facilities”).

County means the County of Cook, a body politic and corporate of Illinois.

County Board means the Board of Commissioners of Cook County, Illinois.

Director means a member of the System Board.

Fiscal Year means the fiscal year of the County.

Ordinance means the Ordinance Establishing the Cook County Health and Hospitals System, as amended.

President means the President of the Cook County Board of Commissioners.

System Board means the 11-member board of directors charged with governing the CCHHS.

[1] Editor’s note— Ord. No. 08-O-35, adopted May 20, 2008, set out provisions intended for use as Art. IV, §§ 38-70—38-93. Inasmuch as this article so numbered already exists, to avoid duplication and at the editor’s discretion, these provisions have been included as Art. V, §§ 38-70—38-93.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-73. - Establishment of the Cook County Health and Hospitals System Board of Directors ("System Board").

(a) The System Board is hereby created and established. The System Board shall consist of 11 members called Directors. The County Board delegates governance of the CCHHS to the System Board. The System Board shall, upon the appointment of its Directors as provided herein, assume responsibility for the governance of the CCHHS.

(b) Notwithstanding any provision of this article, the Cook County Board of Health Ordinance, Sections 38-26 through 38-40 of the Cook County Code of Ordinances, and other provisions of the Cook County Code of Ordinances conferring authority and imposing duties and responsibilities upon the Board of Health and the Cook County Department of Public Health, shall remain in full force and effect.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-74. - Mission of the CCHHS.

(a) The System Board shall have the responsibility to carry out and fulfill the mission of the CCHHS by:

- (1) Continuing to provide integrated health services with dignity and respect, regardless of a patient's ability to pay;
- (2) Continuing to provide access to quality primary, preventive, acute, and chronic healthcare for all the People of the County;
- (3) Continuing to provide high quality emergency medical services to all the People of the County;
- (4) Continuing to provide health education for patients, and continuing to participate in the education of future generations of healthcare professionals;
- (5) Continuing to engage in research which enhances the CCHHS' ability to meet the healthcare needs of the People of the County;
- (6) Ensuring efficiency in service delivery and sound fiscal management of all aspects of the CCHHS, including the collection of all revenues from governmental and private third-party payers and other sources;
- (7) Ensuring that all operations of the CCHHS, especially contractual and personnel matters, are conducted free from any political interference and in accordance with the provisions of the Supplemental Relief Order and Consent Decree established in the federal civil litigation filed in the

Northern District of Illinois under Case No. 69 C 2145 and titled Shakman, et al. v. Democratic Organization, et al. and all applicable laws; and,

(8) Perform, through the Cook County Department of Public Health, essential services of a local public health authority as provided in the Cook County Board of Health Ordinance, Sections 38-26 through 38-40 of the Cook County Code, other Cook County Ordinances imposing duties upon the Cook County Department of Public Health, and the regulations of the Cook County Department of Public Health promulgated thereunder; the Department of Public Health Act, 20 ILCS 2305/1 et seq.; the Civil Administrative Code of Illinois, 20 ILCS 2310/2310-1 et seq.; and as further detailed in regulations promulgated by the Illinois Department of Public Health under the Certified Local Health Department Code, 77 Ill. Adm. Code 600.110 et seq.; provided, however, that the County Board shall continue to serve as the Board of Health of Cook County.

(b) The System Board shall be responsible to the People of the County for the proper use of all funds appropriated to the CCHHS by the County Board.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-75. - Nomination and appointment of directors.

(a) Upon confirming that a vacancy in the office of Director has occurred or will occur, a Nominating Committee of 14 persons including a Chair shall be appointed by the President and convene to prepare a list of nominees consisting of a total of three nominees per vacancy. This list shall be provided within 45 days of the President's request. If the number of nominees accepted by the President is fewer than the number of vacancies, the Nominating Committee will submit replacement nominees until the President has accepted that number of nominees that corresponds to the number of vacancies.

(b) Nominating Committee.

(1) The Nominating Committee shall consist of one representative from the following organizations:

- a. Civic Federation of Chicago;
- b. Civic Committee of the Commercial Club of Chicago;
- c. Chicago Urban League;
- d. Healthcare Financial Management Association;
- e. Suburban Primary Healthcare Council;
- f. Illinois Public Health Association;

- g. Metropolitan Chicago Healthcare Council;
- h. Health and Medicine Policy Research Group;
- i. Chicago Department of Public Health;
- j. Cook County Physicians Association;
- k. Chicago Federation of Labor;
- l. Chicago Medical Society;
- m. Association of Community Safety Net Hospitals; and
- n. Midwest Latino Health Research Center.

(2) All decisions of the Nominating Committee shall be by majority vote of the membership.

(c) The President shall submit the nominees he/she selects to the County Board for approval of appointment. The President shall exercise good faith in transmitting the nomination(s) to the County Board.

(d) Appointment of Directors. The County Board shall approve or reject each of the nominees submitted by the President within 14 days from the date the President submitted the nominees, or at the next regular meeting of the County Board held subsequent to the 14-day period. Where the County Board rejects the President's selection of any nominee for the office of Director, the President shall within seven days select a replacement nominee from the remaining nominees on the list received from the Nominating Committee. There is no limit on the number of nominees the County Board may reject. The County Board shall exercise good faith in approving the appointment of Directors as soon as reasonably practicable. In the event the nominees initially submitted to the President by the Nominating Committee are exhausted before the county Board approves the number of nominees required to fill all vacancies, the President shall direct the nominating Committee to reconvene and to select and submit an additional three nominees for each Director still to be appointed.

(Ord. No. 08-O-35, 5-20-2008;

Ord. No. 11-O-55, 5-17-2011.)

Sec. 38-76. - Members of the System Board.

(a) General. The appointed Directors are not employees of the County and shall receive no compensation for their service, but may be reimbursed for actual and necessary expenses while serving on the System Board. Directors shall have a fiduciary duty to the CCHHS and the County; and Directors shall keep confidential information received in close sessions

of Board and Board Committee meetings and information received through otherwise privileged and confidential communications.

(b) Number of Directors. There shall be 11 Directors of the System Board.

(c) Ex Officio Director. One of the 11 Directors shall be the Chairperson of the Health and Hospitals Committee of the County Board who shall serve as an ex-officio member with voting rights. This Director shall serve as a liaison between the County Board and the System Board.

(d) Terms of Directors .

(1) Ex Officio Director. Upon appointment or election of a successor as Chairperson of the health and Hospitals Committee of the County Board, the successor shall immediately and automatically replace the prior Director as ex officio Director with voting rights.

(2) The Remaining Directors . The remaining ten Directors of the System Board shall serve terms as follows. For purposes of this section, Initial Directors means the Directors who were appointed to serve on the System Board when it was first established:

a. For the initial Directors,

1. Three of the Initial Directors serving at the time this amendment is enacted, other than the ex officio Directors, shall serve terms that expire June 30, 2012.

2. Three of the Initial Directors serving at the time this amendment is enacted, other than the ex officio Directors, shall serve terms that expire June 30, 2013.

3. Four of the Initial Directors serving at the time this amendment is enacted, other than the ex officio Directors, shall serve terms that expire June 30, 2014.

4. The System Board shall vote upon and submit the list of names of the Directors whose terms shall expire June 30, 2012, the list of names of the Directors whose terms shall expire June 30, 2013, and the list of names of Directors whose terms shall expire June 30, 2014, to the President for approval and subsequent recommendation to the County Board for its approval.

b. Thereafter: Directors appointed shall serve four-year terms.

1. Each appointed Director, whether Initial or subsequent, shall hold office until a successor is appointed.
2. Any appointed Director who is appointed to fill a vacancy, other than a vacancy caused by the expiration of the predecessor's term, shall serve until the expiration of his or her predecessor's term.

(e) Vacancy . A vacancy shall occur upon the:

- (1) Expiration of Director's Term,
- (2) Resignation,
- (3) Death,
- (4) Conviction of a felony, or
- (5) Removal from the office of an appointed Director as set forth in paragraph (f) of this section.

(f) Removal of Directors . Any appointed Director may be removed for incompetence, malfeasance, neglect of duty, or any cause which renders the Director unfit for the position. The President or one-third of the members of the County Board shall provide written notice to that Director of the proposed removal of that Director from office; which notice shall state the specific grounds which constitute cause for removal. The Director, in receipt of such notice, may request to appear before the County Board and present reasons in support of his or her retention. Thereafter, the County Board shall vote upon whether there are sufficient grounds to remove that Director from office. The President shall notify the subject Director of the final action of the County Board.

(Ord. No. 08-O-35, 5-20-2008; Ord. No. 08-O-37, 6-3-2008; Ord. No. 11-O-55, 5-17-2011.)

Sec. 38-77. - Qualifications of appointed directors.

(a) The appointed Directors shall include persons with the requisite expertise and experience in areas pertinent to the governance and operation of a large and complex healthcare system. Such areas shall include, but not be limited to, finance, legal and regulatory affairs, healthcare management, employee relations, public administration, clinical medicine, community public health, public health policy, labor affairs, patient experience, civil or minority rights advocacy and community representation.

(b) Criteria to be considered in nominating or appointing individuals to serve as Directors shall include:

(1) Background and skills needed on the Board;

(2) Resident of Cook County, Illinois;

(3) Available and willing to attend a minimum of nine monthly Board meetings per year, and actively participate on at least one Board committee; and

(4) Willingness to acquire the knowledge and skills required to oversee a complex healthcare organization.

The Nominating Committee, the President and the County Board shall take this section into account in undertaking their respective responsibilities in the recommendation, selection and appointment of Directors.

(c) Duties of individual Directors include, but are not necessarily limited to, the following:

(1) Regularly attend Board meetings including a minimum of nine meetings per year;

(2) Actively participate on and attend meetings of committee(s) to which the Director is assigned;

(3) Promptly relate community input to the Board;

(4) Represent the CCHHS in a positive and effective manner;

(5) Learn sufficient details about CCHHS management and patient care services in order to effectively evaluate proposed actions and reports; and

(6) Accept and fulfill reasonable assignments from the Chair of the Board.

(Ord. No. 08-O-35, 5-20-2008;

Ord. No. 11-O-55, 5-17-2011.)

Sec. 38-78. - Chairperson/officers of the System Board.

(a) The Directors shall select the initial Chairperson of the System Board from among the initial Directors. The Chairperson shall serve a one-year term and, thereafter, the System Board shall annually elect a chairperson from among the Directors.

(1) The Chairperson shall preside at meetings of the System Board, and is entitled to vote on all matters before the System Board.

(2) A Director may be elected to serve successive terms as Chairperson.

(b) The Directors may establish such additional offices and appoint such additional officers for the System Board as they may deem appropriate.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-79. - Meetings of the System Board.

(a) The President shall call the first meeting of the System Board. Thereafter, the Directors shall prescribe the times and places for their meetings and the manner in which regular and special meetings may be called.

(b) Meetings shall be held at the call of the Chairperson, however, no less than 12 meetings shall be held annually.

(c) A majority of the voting Directors shall constitute a quorum. Actions of the System Board shall require the affirmative vote of a majority of the voting members of the System Board present and voting at the meeting at which the action is taken.

(d) To the extent feasible, the System Board shall provide for and encourage participation by the public in the development and review of financial and healthcare policy. The System Board may hold public hearings as it deems appropriate to the performance of any of its responsibilities.

(e) The System Board shall comply in all respects with “An Act in relation to meetings,” as now or hereafter amended, and found at 5 ILCS 120/1, et seq.

(f) The System Board shall be an Agency to which the Local Records Act, as now or hereafter amended, and found at 50 ILCS 205/1, et seq. applies.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-80. - General powers of the System Board.

Subject to the Mission of the CCHHS and consistent with this article, the System Board shall have the following powers and responsibilities:

(a) To appoint the Chief Executive Officer of the CCHHS (“CEO”) or interim CEO, if necessary, as set forth in Section 38-81 hereinafter, to hire such employees and to contract with such agents, and professional and business advisers as may from time to time be necessary in the System Board’s judgment to accomplish the CCHHS’ Mission and the purpose and intent of this article; to fix the compensation of such CEO, employees, agents, and advisers; and, to establish the powers and duties of all such agents, employees, and other persons contracting with the System Board;

(b) To exercise oversight of the CEO;

(c) To develop measures to evaluate the CEO’s performance and to report to the President and the County Board at six-month intervals regarding the CEO’s performance;

(d) To authorize the CEO to enter into contracts, execute all instruments, and do all things necessary or convenient in the exercise of the System Board’s powers and responsibilities;

(e) To determine the scope and distribution of clinical services; provided, however, if the System Board determines that it is in the best interest of the CCHHS to close entirely one of the two CCHHS hospitals, such closure will require County Board approval; provided further, however, that if the System Board determines it is in the best interest of the CCHHS to purchase additional hospitals, or to add or reduce healthcare-licensed, risk-bearing entities in CountyCare, the CCHHS shall, 15 calendar days before final approval, provide notice to the President and the Cook County Board of Commissioners, informing such persons as to the basic nature of any such transaction and shall offer to meet with such persons to brief them in more detail on specifics relating to such a transaction;

(f) To provide for the organization and management of the CCHHS, including, but not limited to, the System Board’s rights and powers to approve all personnel policies, consistent with existing state laws, collective bargaining agreements, and court orders;

(g) To submit budgets for the CCHHS operations and capital planning and development, which promote sound financial management and assure the continued operation of the CCHHS, subject to approval by the County Board;

(h) To accept any gifts, grants, property, or any other aid in any form from the federal government, the state, any state agency, or any other source, or any combination thereof, and to comply with the terms and conditions thereof;

(i) To purchase, lease, trade, exchange, or otherwise acquire, maintain, hold, improve, repair, sell, and dispose of personal property, whether tangible or intangible, and any interest therein;

(j) In the name of the County, to purchase, lease, trade, exchange, or otherwise acquire, real property or any interest therein, and to maintain, hold, improve, repair, mortgage, lease, and otherwise transfer such real property, so long as such transactions do not interfere with the Mission of the CCHHS; provided, however, that transactions involving real property valued at \$100,000.00 or greater shall require express approval from the County Board;

(k) To acquire space, equipment, supplies, and services, including, but not limited to, services of consultants for rendering professional and technical assistance and advice on matters within the System Board’s powers;

(l) To make rules and regulations governing the use of property and facilities within the CCHHS, subject to agreements with or for the benefit of holders of the County Board's obligations;

(m) To adopt, and from time to time amend or repeal bylaws and rules and regulations consistent with the provisions of this article;

(n) To encourage the formation of a not-for-profit corporation to raise funds to assist in carrying out the Mission of the CCHHS;

(o) To engage in joint ventures, or to participate in alliances, purchasing consortia, or other cooperative arrangements, with any public or private entity, consistent with state law;

(p) To have and exercise all rights and powers necessary, convenient, incidental to, or implied from the specific powers granted in this article, which specific powers shall not be considered as a limitation upon any power necessary or appropriate to carry out the CCHHS' Mission and the purposes and intent of this article;

(q) To perform, through the Cook County Department of Public Health, essential services of a local public health authority as provided in the Cook County Board of Health Ordinance, Sections 38-26 through 38-40 of the Cook County Code, other Cook County Ordinances imposing duties upon the Cook County Department of Public Health, and the regulations of the Cook County Department of Public Health promulgated thereunder; the Department of Public Health Act, 20 ILCS 2305/1 et seq.; the Civil Administrative Code of Illinois, 20 ILCS 2310/2310-1 et seq.; and as further detailed in regulations promulgated by the Illinois Department of Public Health under the Certified Local Health Department Code, 77 Ill. Adm. Code 600.110 et seq.; provided, however, that the County Board shall continue to serve as the Board of Health of Cook County; and

(r) To be the governing body of the licensed hospitals or other licensed entities within the CCHHS.

(Ord. No. 08-O-35, 5-20-2008;

Ord. No. 18-1126, 9-12-2018.)

Sec. 38-81. - Chief executive officer.

(a) The System Board shall appoint a Chief Executive Officer of the CCHHS ("CEO") or an interim CEO as necessary.

(b) The System Board shall conduct a nationwide search for a CEO which shall be concluded no later than 180 days from the date of the County Board's approval of the appointment of the initial System Board.

(c) The CEO shall have the responsibility for:

(1) Full operational and managerial authority of the CCHHS, consistent with existing federal and state laws, court orders and the provisions of this article;

(2) Preparing and submitting to the System Board the Budgets and Strategic and Financial Plans required by this article;

(3) Operating and managing the CCHHS consistent with the Budgets and Financial Plans approved by the County Board;

(4) Overseeing expenditures of the CCHHS;

(5) Subject to Subsection 38-74(a)(7) of this article, hiring and discipline of personnel in conformity with the provisions of this article, all state laws, court orders, and collective bargaining agreements;

(6) Negotiating collective bargaining agreements as set forth in Section 38-84(c); and

(7) Carrying out any responsibility which the System Board may delegate; however, said delegation shall not relieve the System Board of its responsibilities as set forth in this article.

(d) The CEO shall report to the System Board.

(e) The CEO shall provide, through the System Board, quarterly reports to the County Board concerning the status of operations and finances of the CCHHS.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-82. - Strategic and financial plans.

(a) As soon as practicable following the establishment of the System Board, the President shall provide to the System Board copies of the audited financial statements and of the books and records of account of the Bureau of Health Services for the preceding five Fiscal Years of the County.

(b) The System Board shall recommend and submit to the President and the County Board Strategic and Financial Plans as required by this section.

(c) Each Strategic and Financial Plan for each Fiscal Year, or part thereof to which it relates, shall contain:

(1) A description of revenues and expenditures, provision for debt service, cash resources and uses, and capital improvements, each in such manner and detail as the County's Budget Director shall prescribe;

(2) A description of the strategy by which the anticipated revenues and expenses for the Fiscal Years covered by the Strategic and Financial Plan will be brought into balance;

(3) Such other matters that the County Board, in its discretion, requires; provided, however, that the System Board shall be provided with a description of such matters in sufficient time for incorporation into the Strategic and Financial Plan.

(d) Strategic and Financial Plans shall not have force or effect without the approval of the County Board and shall be recommended, approved and monitored in accordance with the following:

(1) The System Board shall recommend and submit to the President and the County Board, on or before 180 days subsequent to the date of the appointment of the initial Directors or as soon as practicable thereafter, an initial Strategic and Financial Plan with respect to the remaining portion of the Fiscal Year ending in 2008 and for Fiscal Years 2009 and 2010. The Board shall approve, reject or amend this initial Strategic and Financial Plan within 45 days of its receipt from the System Board.

(2) The System Board shall develop a Strategic and Financial Plan covering a period of three Fiscal Years.

(3) The System Board shall include in each Strategic and Financial Plan estimates of revenues during the period for which the Strategic and Financial Plan applies. In the event the System Board fails, for any reason, to include estimates of revenues as required, the County Board may prepare such estimates. In such event, the Strategic and Financial Plan submitted by the System Board shall be based upon the revenue estimates prepared by the County Board.

(4) The County Board shall approve each Strategic and Financial Plan if, in its judgment, the Strategic and Financial Plan is complete, is reasonably capable of being achieved, and meets the requirements set forth in this section. After the System Board submits a Strategic and Financial Plan to the President and the County Board, the County Board shall approve or reject such Strategic and Financial Plan within 45 days or such Strategic and Financial Plan is deemed approved.

(5) The System Board shall report to the President and the County Board, at such times and in such manner as the County Board may direct, concerning the System Board's compliance with the Strategic and Financial Plan.

The President and the County Board may review the System Board's operations, obtain budgetary data and financial statements, require the System Board to produce reports, and have access to any other information in the possession of the System Board that the President and the County Board deem relevant. The County Board may issue recommendations or directives within its powers to the System Board to assure compliance with the Strategic and Financial Plan. The System Board shall produce such budgetary data, financial statements, reports and other information and comply with such directives.

(6) For each Strategic and Financial Plan applicable to a Fiscal Year subsequent to the current Fiscal Year, the System Board shall regularly reexamine the revenue and expenditure estimates on which it was based and revise them as necessary. The System Board shall promptly notify the President and the County Board of any material change in the revenue or expenditure estimates in that Strategic and Financial Plan. The System Board may submit to the President and the County Board, or the County Board may require the System Board to submit, modified Strategic and Financial Plans based upon revised revenue or expenditure estimates or for any other good reason. The County Board shall approve or reject each modified Strategic and Financial Plan pursuant to paragraph (d)(4) of this section.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-83. - Preliminary CCHHS budget and annual appropriation ordinance.

(a) The System Board shall not make expenditures unless such expenditures are consistent with the County's Annual Appropriation Bill ("Annual Appropriation Ordinance") as provided in 55 ILCS 5/6-24001 et seq.

(b) The System Board may, if necessary, recommend and submit to the President and the County Board, for approval by the County Board, a request for intra-fund transfers within the Public Health Fund to accommodate any proposed revisions by the System Board to the line items set forth for the Bureau of Health Services in the existing Fiscal Year 2008 Annual Appropriation Ordinance.

(c) For Fiscal Year 2009 and each Fiscal Year thereafter, the System Board shall recommend and submit a Preliminary Budget for the CCHHS to the President and the County Board, for approval by the County Board, not later than 45 days prior to the first date for submission of budget requests set by the County's Budget Director.

(d) Each Preliminary Budget shall be recommended and submitted in accordance with the following procedures:

(1) Each Preliminary Budget submitted by the System Board shall be based upon revenue estimates contained in the approved Strategic and Financial Plan applicable to that budget year.

(2) Each Preliminary Budget shall contain such information and detail as may be prescribed by the County's Budget Director. Any applicable fund deficit for the Fiscal Year ending in 2008 and for any Fiscal Year thereafter shall be included as an expense item in the succeeding Fiscal Year's Budget.

(e) The County Board shall approve each Preliminary Budget if, in its judgment, the Budget is complete, is reasonably capable of being achieved, and will be consistent with the Strategic and Financial Plan in effect for that Fiscal Year. The Board shall approve or reject each Preliminary Budget within 45 days of submission to the County Board or such Preliminary Budget is deemed approved. Such Preliminary Budget shall be included in the President's Executive Budget Recommendation.

(f) The CCHHS's Annual Appropriation shall be monitored as follows:

(1) The County Board may establish and enforce such monitoring and control measures as the County Board deems necessary to assure that the revenues, commitments, obligations, expenditures, and cash disbursements of the System Board continue to conform on an ongoing basis with the Annual Appropriation Ordinance. If, in the discretion of the County Board, and notwithstanding the approved Annual Appropriation Ordinance, the County Board imposes an expenditure limitation on the System Board, the System Board shall not have the authority, directly or by delegation, to enter into any commitment, contract, or other obligation that would result in the expenditure limitation being exceeded. Any such commitment, contract or other obligation entered into by the System Board in derogation of this section shall be voidable by the County Board. An expenditure limitation established by the County Board shall remain in effect for that Fiscal Year or unless revoked earlier by the County Board.

(2) The System Board shall report to the President and the County Board at such times and in such manner as the County Board may direct, concerning the System Board's compliance with each Annual Appropriation Ordinance.

The President and the County Board may review the System Board's operations, obtain budgetary data and financial statements, require the System Board to produce reports, and have access to any other information in the possession of the System Board which the President and the County Board deem relevant. The County Board may issue recommendations or directives within its powers to the System Board to assure compliance with the Annual Appropriation Ordinance. The System Board shall produce such financial data, financial statements, reports and other information and comply with such directives.

(3) After approval of each Annual Appropriation Ordinance, the System Board shall promptly notify the President and the County Board of any material change in the revenues or expenditures set forth in the Annual Appropriation Ordinance. In Fiscal Year 2009 and thereafter, the System Board has the authority to make intra-fund transfers within the Public Health Fund, if necessary, to accommodate any proposed revisions by the System Board to the line items set forth in the Annual Appropriation Ordinance. Such transfers shall be reported by the CEO in the quarterly reports required in Subsection 38-81(e) of this article.

(4) The County Comptroller is hereby authorized to process invoices and make payments against line items set forth in the Annual Appropriation Ordinance at the direction of the System Board or, if authorized by the System Board, at the direction of the CEO. The System Board shall provide the Comptroller with all documentation necessary for the Comptroller to perform this accounts payable function and to perform the budget control function. The Comptroller shall also issue payroll checks for employees within the CCHHS.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-84. - Human resources.

(a) Notwithstanding the provisions of the Cook County Code, including, but not limited to, provisions pertaining to Personnel Policies, the System Board shall have authority over all human resource functions currently performed by the Cook County Bureau of Human Resources with regard to all employees, including physicians and dentists, within the CCHHS, including, but not limited to, position classification, compensation, recruitment, selection, hiring, discipline, termination, grievance, affirmative action, performance management, probationary periods, training, promotion and maintenance of records. The System Board shall adopt

written rules, regulations and procedures with regard to these functions. Until such time as the System Board adopts its own rules, regulations or procedures with regard to these functions, the existing Personnel Rules, regulations and procedures of the County shall apply. The System Board may exercise the authority granted in this section, in whole or in part, pursuant to its discretion and consistent with existing collective bargaining agreements and obligations.

(b) Employees within the CCHHS are employees of the County, and as such, shall be free from any political interference in accordance with the Supplemental Relief Order and Consent Decree established in the federal civil litigation filed in the Northern District of Illinois under Case No. 69 C 2145 and titled “Shakman, et al. v. Democratic Organization, et al.”

(c) The CEO shall participate with the County in negotiating collective bargaining agreements covering CCHHS employees. All such collective bargaining agreements must be approved by the System Board and the County Board.

(d) The System Board or the CEO shall not hire or appoint any person in any position in the CCHHS unless it is consistent with the Annual Appropriation Ordinance in effect at the time of hire or appointment.

(e) Nothing herein shall diminish the rights of Cook County employees who are covered by a collective bargaining agreement and who, pursuant to this article, are placed under the jurisdiction of the System Board, nor diminish the historical representation rights of said employees’ exclusive bargaining representatives, nor shall anything herein change the designation of “Employer” pursuant to the Illinois Public Labor Relations Act. The System Board shall honor all existing collective bargaining agreements, between Cook County and exclusive bargaining representatives, which cover employees under the jurisdiction of the System Board.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-85. - Procurement and contracts.

(a) The System Board shall have authority over all procurement and contracts for the CCHHS. The System Board shall adopt written rules, regulations and procedures with regard to these functions, which must be consistent with the provisions set forth in the Cook County Code on Procurement and Contracts; provided, however, that approval of the County Board or County Purchasing Agent required under the Cook County Code on Procurement and Contracts is not required for procurement and contracts within the CCHHS. The System

Board shall act in place of the County Board in any contract, bylaws or agreement with the County which requires the approval or other action of the County Board unless expressly prohibited otherwise in this article or unless the contract expressly provides that the System Board shall not have such authority. Until such time as the System Board adopts its own rules, regulations or procedures with regard to Procurement and Contracts, the existing provisions of the Cook County Code pertaining to Procurement and Contracts shall apply. The System Board may exercise the authority granted in this section, in whole or in part, pursuant to its discretion.

(b) No contract or other obligation shall be entered into by the System Board unless it is consistent with the Annual Appropriation Ordinance in effect.

(c) Any multiyear contracts entered into by the System Board must contain a provision stating that the contract is subject to County Board approval of appropriations for the purpose of the subject contract; and that in the event funds are not appropriated by the County Board, the contract shall be cancelled without penalty to, or further payment being required by, the System Board or the County. The System Board shall give the vendor notice of failure of funding as soon as practicable after the System Board becomes aware of the failure of funding. Multiyear contracts shall also contain provisions that the System Board’s or County’s obligation to perform shall cease immediately upon receipt of notice to the vendor of lack of appropriated funds; and that the System Board’s or County’s obligation under the contract shall also be subject to immediate termination or cancellation at any time when there are not sufficient authorized funds lawfully available to the System Board to meet such obligation.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-86. - Disclosure of interests required.

(a) Any Director, officer, agent, or professional or business adviser of the System Board, or the CEO who has direct or indirect interest in any contract or transaction with the CCHHS, shall disclose this interest in writing to the System Board which shall, in turn, notify the President and the County Board of such interest.

(b) This interest shall be set forth in the minutes of the System Board and the Director, agent, or professional or business advisor or CEO having such interest shall not participate on behalf of the CCHHS in any way with regard to such contract or transaction unless the System Board or County Board waives the conflict.

(c) The Cook County Board of Ethics shall have jurisdiction over the investigation and enforcement of this section and over the sanctions for violations as set forth in Sections 2-601 and 2-602 of the Cook County Code of Ethical Conduct.

(d) Employees of CCHHS shall be bound by the Cook County Code of Ethical Conduct set forth in the Cook County Code, Article VII, Ethics.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-87. - Annual report of the System Board.

(a) The System Board shall submit to the President and the County Board, within six months after the end of each Fiscal Year, a report which shall set forth a complete and detailed operating and financial statement of the CCHHS during such Fiscal Year.

(b) Included in the report shall be any recommendations for additional legislation or other action which may be necessary to carry out the mission, purpose and intent of the System Board.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-88. - Managerial and financial oversight.

(a) The County Board may conduct financial and managerial audits of the System Board and the CCHHS.

(1) The County Board may examine the business records and audit the accounts of the System Board or CCHHS or require that the System Board examine such business records and audit such accounts at such time and in such manner as the County Board may prescribe. The System Board shall appoint a certified public accountant annually, approved by the County Board, to audit the CCHHS' financial statements.

(2) The County Board may initiate and direct financial and managerial assessments and similar analyses of the operations of the System Board and CCHHS, as may be necessary in the judgment of the County Board, to assure sound and efficient financial management of the System Board and the CCHHS.

(3) The County Board shall initiate and direct a management audit of the CCHHS at least once every year. The audit shall review the personnel, organization, contracts, leases, and physical properties of the CCHHS to determine whether the System Board is managing and utilizing its resources in an economical and efficient manner. The audit shall determine the causes of any

inefficiencies or uneconomical practices, including inadequacies in internal and administrative procedures, organizational structure, uses of resources, utilization of real property, allocation of personnel, purchasing policies and equipment.

(4) The County Board may direct the System Board to reorganize the financial accounts and management and budgetary systems of the System Board or CCHHS in a manner that the County Board deems appropriate to achieve greater financial responsibility and to reduce financial inefficiency.

(b) The System Board and the CCHHS shall be subject to audit in the manner now or hereafter provided by statute or ordinance for the audit of County funds and accounts. A copy of the audit report shall be submitted to the President, the Chairperson of the Finance Committee of the County Board, the Chairperson of the Health and Hospitals Committee, and the Director of the County Office of the Auditor.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-89. - Indemnification.

(a) The County shall defend and indemnify patient care personnel and public health practitioners, including, but not limited to, physicians, dentists, podiatrists, fellows, residents, medical students, nurses, certified nurse assistants, nurses' aides, physicians' assistants, therapists and technicians (collectively "practitioners") acting pursuant to employment, volunteer activity or contract, if provided for therein, with the County with respect to all negligence or malpractice actions, claims or judgments arising out of patient care or public health activities performed on behalf of the CCHHS. The County shall also defend and indemnify such practitioners against liability arising out of the preparation or submission of a bill seeking payment for services provided by such practitioners for the CCHHS, to the extent such liability arises out of the negligent or intentional acts or omissions of a person or persons, other than the practitioner, acting on behalf of the CCHHS. The County shall also defend and indemnify the members of the Nominating Committee and the System Board with respect to all claims or judgments arising out of their activities as members thereof which defense and indemnification shall be subject to the same provisions which apply to the defense and indemnification of practitioners as set forth below.

(b) The County shall not be obligated to indemnify a practitioner for:

- (1) Punitive damages or liability arising out of conduct which is not connected with the rendering of professional services or is based on the practitioner's willful or wanton conduct.
 - (2) Professional conduct for which a license is required but the practitioner does not hold a license.
 - (3) Conduct which is outside of the scope of the practitioner's professional duties.
 - (4) Conduct for which the practitioner does not have clinical privileges, unless rendering emergency care while acting on behalf of the CCHHS.
 - (5) Any settlement or judgment in which the County did not participate.
 - (6) The defense of any criminal or disciplinary proceeding.
- (c) To be eligible for defense and indemnification, the practitioner shall be obligated to:
- (1) Notify, within five days of receipt, the Cook County Department of Risk Management and the Civil Actions Bureau of the Cook County State's Attorney's Office of any claim made against the practitioner and deliver all written demands, complaints and other legal papers, received by the practitioner with respect to such claim to the Department of Risk Management.
 - (2) Cooperate with the State's Attorney's Office in the investigation and defense of any claim against the County or any practitioner, including, but not limited to, preparing for and attending depositions, hearings and trials and otherwise assisting in securing and giving evidence.
 - (3) Promptly notify the Cook County Department of Risk Management and the Civil Actions Bureau of the Cook County State's Attorney's Office of any change in the practitioner's address or telephone number.
 - (d) All actions shall be defended [by] the Cook County State's Attorney. Decisions to settle indemnified claims shall be made by the County or the State's Attorney's Office, as delegated by the County, and shall not require the consent of the indemnified practitioner. If a practitioner declines representation by the State's Attorney's Office, the County shall have no obligation to defend or indemnify the practitioner.

**(Ord. No. 08-O-35, 5-20-2008;
Ord. No. 11-O-90, 10-18-2011.)**

Sec. 38-90. - Applicability of the Cook County Code.

Except as otherwise provided herein, provisions of the Cook County Code shall apply to the System Board and the CCHHS and their Directors, officers, employees and agents. To the extent there is a conflict between the provisions of this article and any other provision in the Cook County Code, the provisions in this article shall control.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-91. - Transition.

(a) The County Board recognizes that there will be a necessary transition period between the adoption of this article and the point at which the System Board is capable of assuming all of its powers and responsibilities as set forth in this article. The Office of the President shall cooperate with the System Board during this transition to enable the System Board to assume fully its authority and responsibilities in as timely a manner as practicable. Such cooperation shall include accommodating requests from the System Board to provide adequate staffing at the CCHHS through the transfer or reassignment of personnel to the CCHHS, including, but not limited to, personnel to perform human resource and procurement/contracting functions.

(b) In order to avoid unnecessary duplication of services, the System Board, on behalf of the CCHHS, may, at its discretion, continue to utilize various ancillary services provided through the Office of the President, including, but not limited to, those services provided by the Office of Capital Planning and Policy, the Bureau of Information Technology, the Department of Risk Management, the Department of Facilities Management, the Department of Real Estate Management, the Office of the Comptroller, and the Office of the County Auditor.

(c) Any contracts entered into by the County on behalf of the Bureau of Health prior to the adoption of this article shall remain in effect; provided, however, that the System Board shall act in place of the County Board in any contract, bylaws or agreement with the County which requires the approval or other action of the County Board unless expressly prohibited otherwise in this article.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-92. - Severability.

Any provision of this article declared to be unconstitutional or otherwise invalid shall not impair the remaining provisions of this article.

(Ord. No. 08-O-35, 5-20-2008.)

Sec. 38-93. - Making CCHHS permanent.

The Cook County Health and Hospitals System and this article shall continue, unless the Cook County Board of Commissioners acts to revoke its powers and responsibilities.

(Ord. No. 08-O-35, 5-20-2008;

Ord. No. 10-O-30, 6-1-2010.)

Sec. 38-94. - Quarterly reporting.

(a) The Health and Hospitals System shall report to the Board of Commissioners quarterly on the cost that the office incurs due to processing medical cases involving firearms.

(Ord. No. 18-1750, 2-7-2018.)

Secs. 34-95—34-108. - Reserved.

Three Year Financial Forecast (in millions)

The three year financial forecast was approved by the CCH Board of Directors as part of the Proposed Preliminary FY2020 Budget.

	FY 2020 PROPOSED	FY 2021 PROJECTED	FY 2022 PROJECTED
Revenues			
CCH Revenue	\$2,741	\$2,719	\$2,737
Cook County Allocation (For correctional health services and Cook County Department of Public Health)	\$115	\$115	\$115
County Allocation to CCH Pension Contribution	\$110	\$110	\$110
Total Available Funds	\$2,966	\$2,944	\$2,962
Expenses			
Hospital-Based Services	\$865	\$883	\$900
CountyCare	\$1,785	\$1,793	\$1,802
Health Administration	\$53	\$54	\$55
Ambulatory Services	\$120	\$122	\$125
Correctional Health Services	\$97	\$99	\$101
Public Health Services	\$13	\$14	\$14
CCH Contribution to Current Pension Expense	\$33	\$33	\$33
Total Expenditures	\$2,966	\$2,998	\$3,030
Accrual Basis Net Surplus / (Deficit)	\$0	(\$54)	(\$68)
Budget Submissions / Projection			
Budget Revenues	\$2,824	\$2,801	\$2,819
Budget Expenditures	\$2,824	\$2,854	\$2,886
Cash Basis Net Surplus / (Deficit)	\$0	(\$53)	(\$67)

COOK COUNTY HEALTH BOARD OF DIRECTORS

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John Jay Shannon, MD, Chief Executive Officer

JULY 26, 2019 – CCH BOARD OF DIRECTORS APPROVAL OF IMPACT 2023

AUGUST 30, 2019 – CCH BOARD OF DIRECTORS APPROVAL OF THREE YEAR FINANCIAL FORECAST

OCTOBER 23, 2019 – COOK COUNTY BOARD OF COMMISSIONERS APPROVAL OF IMPACT 2023



COOK COUNTY
HEALTH