

Sublette County Rural Health Care District
Board of Trustees
Regular Meeting
March 14, 2019

Venue: County Commissioner Room, Pinedale, WY

Trustees Present:

Wendy Boman, Chairman

Bill Johnson, Vice-Chairman

Tonia Hoffman, Secretary/Treasurer

Mike Pompy, Trustee

Marti Seipp, Trustee

Call to Order:

Ms. Boman called the meeting to order at 5:00 pm.

Pledge of Allegiance

Set Agenda:

NOT RECORDED – PLEASE REVIEW AND MODIFY, IF NECESSARY:

Mr. Dave Doorn said he talked with Bill Kluck regarding the EMS Schedule, which is listed under Old Business. Mr. Doorn relayed that he plans to continue the discussion with Mr. Kluck and Mr. Bill Johnson; this agenda item was tabled until the next Board meeting.

Mr. Mike Pompy stated that he placed the critical access hospital discussion under Old Business on the agenda, but nothing has been decided yet about how the Board wants to proceed. He added that before gathering information, he would first like to get a consensus from the Board as to whether or not they are in support of a CAH and requested that a motion be made to gather the necessary information to proceed. Ms. Boman stated that at this time, information gathering is all that is being done.

Mr. Doorn requested that a budget discussion be added under new business.

Ms. Seipp made a motion to approve Set Agenda. Ms. Hoffman seconded the motion. Motion carried unanimously.

Mr. Pompy made a motion to adjourn to go to Executive Session. Ms. Hoffman seconded the motion. Motion carried unanimously.

Executive Session: [Minutes taken by Tonia Hoffman]

Regular Session:

Ms. Hoffman made a motion to return to Regular Session. Mr. Pompy seconded the motion. Motion carried unanimously. Regular Session resumed at 5:30 pm.

Ms. Wendy Boman relayed that there was discussion during the Executive Session regarding contacting some people about employment.

Mr. Pompy made a motion to approve Mr. Dave Doorn, Administrative Director, to pursue changing or filling potential employment positions that may become available in the District and look for candidates for those positions should they arise. Ms. Seipp seconded the motion. Motion carried unanimously.

Approve the 2017/2018 Audit from Leo Riley & Co.:

Ms. Tonia Hoffman made a motion to approve the 2017/2018 Audit by Leo Riley & Company. Mr. Bill Johnson seconded the motion. Motion carried unanimously.

Routine Business:

Administrative and Finance Report/Dave Doorn:

Mr. Doorn stated that February's revenues were up and expenses were down. He added that there was a mistake in January's Epic report. Dave said that he did not have time to address it in this meeting agenda because this month's meeting was early, but it will be addressed at the next Board meeting; January's revenues were understated and Dave stated that he will have those corrections to the Board for the next meeting. Referring to the revenue and expense report Mr. Doorn submitted to the Board, he relayed that the monthly mill levy allocation for February was \$400,000, so with that allocation, the District had a net income of about \$80,000 in February.

Ms. Wendy Boman said she spoke with Ms. Jeness Saxton, the County Assessor, and Ms. Saxton told her that the mill levy for next year should be very similar to last year. Wendy commented that it is too early to tell for sure, but based on being about three-fourths of the way through the year now, the mill levy is estimated to be close to last year's.

Mr. Doorn stated that he received Ms. Amanda Key's letter of resignation and thanked Ms. Key for her fourteen years of service; Ms. Boman also thanked Amanda for her service to the District.

Operations Report/Amanda Key:

Program Development Status

Ms. Key reported that the firefighter physicals and stress tests have begun and to date, fifty treadmill EKG stress tests have been completed.

Amanda said that both clinics are scheduled to meet with Lincare representatives for a lunch meeting on March 26th and 28th.

Community Involvement

Ms. Key stated that Ms. Leslie Hagenstein was the speaker at the Health and Wellness Lunch and Learn on March 11th at the Pinedale Library.

Other

Ms. Key reported that Patient Point Communicate will be installing the two television monitors in the waiting rooms at both clinics on March 28th and 29th.

Amanda stated that a lab inspection and trauma review for recertification will be taking place this spring, so Ms. Sharon Rutsch and Ms. Vicky Marshall will be extremely busy the next few months.

Ms. Key clarified the Patient by Zip Code report that Ms. Wendy Boman requested, stating that the breakdown listed means patient numbers, not number of office visits. She added that one patient, for example, could be seen at the clinic thirty times in a year, but that patient would only be counted once on the report.

Ms. Boman commented that the District's patient volume from 2009 to 2018 dropped an average of about 25%. She specified that there was a 23% drop in Pinedale and a 34% drop in the southern part of the county.

EMS Report/Bill Kluck:

Training

Mr. Kluck said that EVOC, Emergency Vehicle Operations Class, has been completed and those employees will receive certificates to be placed in their file stating that they are trained to drive emergency vehicles.

Safety

Bill reminded everyone to drive safely and be alert for wildlife.

Events

Bill reported that the Blood Drive went well. He said the goal is to get about 23 donors, but this year, there were people waiting in line, some had to be turned away, but there were a total of 40 blood donors, which is a new record for a single Blood Drive in Pinedale. He added that he spoke with Sandy Thomas, Regional Director, and tentatively, there are Blood Drives planned for August and November. Ms. Thomas will confirm the dates with Mr. Kluck.

Ms. Boman asked if there are any Blood Drives scheduled in Marbleton. Bill answered that Ms. Thomas only had time for one, but he stated the Sandy has started to get her own team established in Rock Springs. He said that this latest Blood Drive team came from Cheyenne, so the difficulty has been getting them to our area. Bill added that when Ms. Thomas gets her team set up in Rock Springs, there should be more Blood Drives in the area. He also stated that usually the Blood Drive in Big Piney is sponsored by the school, so if the school plans to do that this year, Bill said the next Drive sponsored by the District will probably be in Pinedale again.

Ms. Boman asked if there has been another flight service informational presentation set up. Mr. Kluck stated that due to weather, none of the flight services could come and that he thinks these presentations will need to wait until the weather improves.

General

Mr. Kluck reported that one ambulance is being repaired in Rock Springs. He received a call from the repair shop and it has a blown rear main seal, which requires them to pull the entire motor and replace the seal for an estimated \$4000. Mr. Bill Johnson suggested getting some advice about having the repairs done on the ambulance, considering its age and mileage. Mr. Kluck stated that the problems with this ambulance aren't enough to warrant buying a new one, but if the problems with it continue, this may need to be considered. He commented that he weighed the options of spending \$200,000 on a new ambulance, \$120,000 for a new chassis, or \$4000 to fix the seal, and he chose to repair the seal.

Committee Reports:

CAH Committee/Bill Johnson & Mike Pompy:

Mr. Bill Johnson read a statement saying he is in favor of a CAH, it needs to get started, and he knows that Mr. Doorn and Mr. Pompy have done a few things, but he has not. Bill read that he is not willing to shift his focus to the CAH until decisions have been made about the Marbleton clinic and the EMS schedule. He said he would like to proceed with the CAH project as soon as possible and secure a loan before the federal budget cuts are implemented, including Medicare payments to hospitals and service providers. He said it's obvious that the District's current model is not sustainable. Bill stated that his vision is to utilize the clinics as much as possible, to complete the ball field transaction, and not include a surgery center at this time. He added that he hopes that the Sublette Center shares this vision and want to build a new medical wing on the hill that connects to the potential new CAH, but he said that decision is between the Sublette Center and the Commissioners. Mr. Johnson said the advantage for the District, Sublette Center, and Commissioners working together is sharing the expenses, but the offer has been on the table for quite some time and said he thinks their decision should not hold up the District Board's decision.

Ms. Boman stated that the Sublette Center's Board Chairman, Lynn Bernard, is not amiable at this time to meet with the SCRHCD Board about the CAH, however, that could change in the near future.

Mr. Mike Pompy commented that there have been discussions about ideas for the CAH, but no decisions have been made. He said that Mr. Doorn has been reviewing the paperwork and history from the previous reports that were completed. Mr. Pompy stated that he wants to research more about the finances, how the predictions were made in the existing reports, and update the financial reports before proceeding with a USDA loan application.

Ms. Boman stated that before considering a CAH building project, the Board must take into consideration that there has been a 25% drop in patient numbers over the past nine years, but yet the projections given showed a growth.

Building Committee/Mike Pompy:

Mr. Pompy conveyed that there has been no progress. He plans to contact the State to find out what requirements are needed to update building now that it has decided that a free-standing emergency center is not an option and updating the building to a provider-based clinic instead. He said there are slight differences between a free-standing facility versus a provider-based facility as far as the requirements for construction. He relayed that he spoke to Mr. Mike Davis from the State a few months ago when researching options, so he said he will be contacting him again to find out what requirements will be needed. He stated that he talked with Mr. Ted Roberts at the Marbleton-Big Piney Clinic and they looked over the facility, the ER, radiology, and lab areas and said he discussed with Mr. Roberts about the way it is currently set up. Another item they discussed was the ventilation separation between the ER and the clinic area to prevent migration of pathogens between those areas. Mr. Roberts told Mike that the ER patient rooms have their own ducting to the heating and ventilating system. Mr. Pompy and Ted hope that the State would just grandfather the clinic in. Mike relayed that he doesn't understand why the State would not do this, because everything has been working well, has been certified as an ER facility for many years, and it's just a question if our local Representative is involved on the political side of things in Cheyenne, but Mr. Pompy feels that is an option, but there has no progress yet.

New Business:

Board Policies/Marti Seipp:

Ms. Marti Seipp said she feels the Board needs to be more of a cohesive unit in prioritizing the Board's tasks-at-hand. Ms. Boman commented that only two Board members can be together at one time to prevent a quorum, so it would need to be an open meeting for this discussion. Ms. Seipp stated that two meetings per month may be necessary to address all the issues the Board needs to accomplish and she feels there needs to be more structure. Ms. Boman commented that there was a workshop planned but was cancelled. She said there can certainly be an open meeting at some point in the future, but after this meeting, maybe some of these issues will be taken care of. Marti reiterated that there needs to be some prioritization among the Board.

Mr. Pompy stated that the reason for him adding a request for discussion regarding the after-hour operations and CAH discussion to the agenda under Old Business so a decision can be made as to how the Board should proceed. He said there is also the fee schedule listed under Old Business, which is being discussed with Ms. Lovell and Mr. Doorn about getting more information about that item, but feels there needs to be a decision made by the Board in order to proceed. Ms. Boman commented that she believes the Board has already prioritized the need for getting additional help to operate after-hours in the Marbleton-Big Piney Clinic.

Ms. Tonia Hoffman added that she recalls that the Board had also discussed having two meetings per month at the January meeting. Ms. Seipp said she feels the Board needs to start somewhere in prioritizing items, writing them down, and decide how they will be addressed. Mr. Pompy stated that he thinks each Board member has been communicating with the providers, Ms. Doorn, and some of the staff about some of these issues to try to get an idea of what can be done, what steps need to be taken. He added that these conversations have been on an individual basis, with the intent to bring all the ideas together to present to the Board at an open meeting. He stated that if any other Board members have had conversations with the providers, Mr. Doorn, or the staff, this public meeting would be a good time to discuss these ideas. Mr. Pompy said he would like to discuss and decide at this meeting about how to move forward. Mr. Pompy said that any Board member is free to discuss individual concerns with staff members and the community and that other Board member's opinions should not be included or a part of those discussions. Mike reminded the Board that the clinics' staff is their employees, so the Board should be communicating with them to get questions answered and to discuss concerns; the staff

has been extremely cooperative and they are willing to help in any way so the Board members can get questions answered. He said that Ms. Hoffman, Mr. Johnson, and he have been working on these issues; once all parties have talked, the Board members can discuss the results in an open meeting.

Bank Accounts/Dave Doorn:

Mr. Doorn reported that there are a few bank accounts that need signature card changes, with one account still having the old Board members names on it, so he requested this be taken care of in this meeting.

Ms. Kelli Lovell stated that there is one investment account that does not have the new Board members' signatures attached to it, so it needs to be updated. She said that additionally, it needs to be documented who has access to the Bank of the West accounts; since Mr. Lorraine Gatzke left the District, the Board needs to grant specific employees to have access to these accounts. Ms. Lovell said that the proposed change gives Dave Doorn and Kelli Lovell access to those accounts, so if the Board approves of that change, she requested their signatures indicating their approval; all Board members nodded or verbally agreed affirmatively to sign the appropriate documents after the meeting's adjournment.

Ms. Boman requested that a date be set to discuss the budget. Mr. Doorn stated that the forms are currently being prepared and the documents will be distributed to the departments the week of March 18th.

Public Comments:

Laura Lopeman read a personal statement. Laura stated that she has been an employee for the District for 13 years and in that time, the District has gone through many changes, some being good, some not so good, and some being incredibly demoralizing and difficult for the staff. She said the one change she has not experienced is the excellent healthcare that the District provides this community, which is what matters. She said she sincerely commends, thanks, and honors her fellow co-workers and supervisor; those people are her tribe, her team, and her family. She stated that in the midst of all the turmoil and uncertainty, the team has remained remarkably strong. She commented that she is proud of the team for sticking together in the face of adversity, for boosting morale around the clinics, and for being dedicated to providing outstanding healthcare in Sublette County.

Laura continued, saying that in the last three months, the District has lost 7-8 valuable employees from different departments, including Dr. Kappenman, who have given notice of resignation, including herself. She added that the majority of these employees have been committed to the District for 12+ years or more. She stated that to her and all of the public, this speaks volumes; if it doesn't, something is not right in this situation. She said that frankly, it frightens her for the future. She congratulated those who have decided that enough is enough, that it's time to move on. She commented that for anyone who feels they can't continue down this rocky road, there is no one in their right mind that would or could blame them. She added that lastly and more importantly, she is impressed with those employees who do plan to continue on this unsteady course – stay positive, continue to shine, continue supporting their coworkers, and caring for patients. She said for them to hold their heads high, knowing that they are what keeps the District going.

Mr. Lopeman said that lastly, for the Board members and administration, she would be happy to do exit interviews with anyone who is interested. She said the District's employees are invaluable; they deserve interviews, conversations, and attention from the Board members, from administration, and not just from each other.

Ms. Betina Sparrowe relayed that Mr. Pompy conveyed that the Board members can talk with staff and gain input to issues, but it was not mentioned how the Board gains public input. Mr. Pompy responded saying that the Board members also talk with the public or the public come to them to discuss issues.

He stated that he goes to the Senior Center to have lunch several times per week and invariably, he receives questions and has discussions about the District's current status. Ms. Sparrowe stated that she has been hesitant to talk with Board members individually and asked that from a public standpoint, if that is the best way to communicate with the Board members. Wendy Boman replied that the Board members' phone numbers and email addresses are on the District's website, so the public can utilize that. Mr. Pompy commented that his phone and time are available if people want to talk with him and is willing to meet with people; he stated he also knows that the other Board members are willing to do this, as well.

Mr. Tom Curry introduced himself and stated that he has been a resident of the county for a few dozen years, and he has had some interest in using the clinic, unfortunately, more than what he has wanted.

He said he talked with Wendy and asked Ms. Boman about the hospital's placement. He asked the Board if they have decided to redo the clinic and buy the baseball fields. Wendy Boman said that that is the hope, but nothing has been put in stone. Mr. Curry said he has a concern about the location of the helicopter landing being among homes and it must be an additional liability for the District. He added that the cemetery will need to expand and the only place they can expand is across the road, the location where the hospital is being considered. Wendy stated that if the project goes forward and if it's at the clinic's site, that there would be land set aside for the cemetery district that would be part of the contract. She said that regarding the helicopter landing being among houses, Mr. Bill Johnson has addressed that with the flight companies, so there needed to be some changes in their flight plan. Tom relayed that he was transported to and needed to stay in Idaho Falls for eight days, and an additional fourteen days this past summer in Afton. He stated that his wife had to drive to Afton to visit him while he was hospitalized. He added that it would be wonderful to have a facility like that here where patients could receive care. Ms. Boman responded that they hope to have a facility like that, but that the District has some steps that need to be taken before that can happen.

Mr. Kerry Nottman introduced himself as one of the paramedics for EMS and said that he has yet to see any board member, other than Mr. Bill Johnson, come to EMS to talk with their staff. Mr. Johnson met with Bill Kluck, but has not met with any of the other EMS employees. Kerry said he would appreciate it the rest of the Board members would come in and visit with the staff. Wendy said she would make sure to do that. Ms. Tonia Hoffman commented that, rest assured, the Board members have all been working with other issues and staff members.

Ms. Cindy Van commented that she has some experience in nursing and healthcare administration. She asked Mike Pompy what a provider-based ER model is and what that means; would the physician actually be the person who owned the ER, managed it, whether the staff would be certified, who would hire the staff, who would have continuing education for that staff, who would maintain the certification that the nurses would currently have in ACLS, pediatrics, Advanced Life Support, TNCC, and all of the certifications required to provide emergency care in Sublette County. She asked if that standard of care be the same in a provider-based facility and who would hire that staff. Mike said the difference between a free-standing emergency center and provider-based facility is strictly the way the structure is built and the codes required for the structure, such as fire retention, heating, ventilation, etc. He stated that the clinic would still be operational by the District and the provider-based designation will be required in the near future. He said that legislature informed the District that the clinic would have to be updated to meet new standards by the end of June or July of 2019. Mike said that Representative Albert Sommers submitted a Bill to the Legislature requesting that the District needs to have that deadline extended for another three years. He added that fire walls, heating, and ventilation have nothing to do with the staff or who would be operating the facility, but it still would be a part of the District. He said it is a necessary step if the District continues to go forward with a CAH. He stated that if the Board decides to upgrade the existing clinic to meet the State's new standards and if it's decided to go forward with the CAH and pursue a provider-based designation, these decisions have nothing to do with staffing. He added that a provider-based facility would receive the same reimbursements as a CAH as opposed to what the District is receiving now, which is a fraction of what it is currently costing to provide healthcare. Amanda Key clarified that in order to receive the provider-based designation, the District would need to be affiliated with a hospital. Ms. Boman commented that the District does not have the State-required standards, yet. Mike Pompy said that we know the State's requirements for a provider-based facility, but not for a free-standing ER.

Mr. Doorn stated that a provider-based clinic would be connected with a CAH. He said that in order to receive cost-based reimbursements, the facility must be updated to meet the State standards; therefore, the Marbleton-Big Piney Clinic would also need to be updated in order to receive the same cost-based reimbursements as the Pinedale Clinic.

Ms. Marilyn Hoffman introduced herself and said that she is upset that employees who have been working for the District for a number of years are leaving. She commented that there has been discussion about and working towards building a hospital for the past 3-5 years, but it has only been within the past few months that staff changes have occurred and the morale among the District's doctors, nurses, and lab employees is in the toilet. She added that a CAH or a free-standing facility will not be successful without good employees. Marilyn said that the District is in trouble because there are more than one or two staff members looking for jobs. Tonia Hoffman said she appreciates and shares Marilyn's concerns, but reminded her that the Board is not the enemy. Tonia said that the Board has not forced any employee to leave the District. A member of the public audience said that she received permission to repeat that employees were told in a meeting that they need to improve customer service. She said that healthcare is not amount customer service, it's about taking care of people's needs; people are not the District's customers, they are the District's patients. Ms. Tonia Hoffman said she needed to clarify the comment about improving customer service because the patient complaints were specifically referring to the front desk.

Tonia stated that she understands that employees are upset and the situation is emotional, but for all of the emotion employees feel, there are people in our community who feel exactly the opposite and they voted. She commented that the Sublette County residents voted and the current Board members were elected because the majority of those who voted did not like what was happening with the District.

Mr. Tony Aslett, a SCRHCD lab tech, commented that the Board claims to be representing the people who voted for them, but the Board is ignoring the majority of the community to focus on Big Piney.

A member of the audience who did not introduce herself said that the existing Board members campaigned with the promise of having 24/7 healthcare in Big Piney. Tonia Hoffman responded that 24/7 healthcare in the Big Piney area is a priority item, but until the Board gets the support from the people who feel stilted because they lost after-hours care, the communities will never be able to come together on this topic. She stated that her goal is to bring people together and bridge that gap. She promised that there is not a day that goes by that any one Board member hear the exact opposite and just as emotional from the exact opposite end of the spectrum.

Mr. Tony Aslett stated that the Board is not looking at everybody, but just a small segment in Piney. He said both Ms. Hoffman and Ms. Boman have written emails about dancing in the street because they were elected and so they could bring the clinic back to Piney. Ms. Hoffman responded that she doesn't recall writing an email about anything of the sort. Mr. Aslett said that he understands that the Board is planning to bring another provider down to Big Piney, when there are an adequate number of providers in Piney. He asked if there has been a day when someone hasn't been able to get in for an appointment, except for a very rare occasion, except for an emergency situation; he answered his own question by saying that anyone can get in for an appointment at some point during the day. Ms. Hoffman questioned Tony if he had asked the providers if they feel they are adequately staffed, because 2-3 days per week, there is only one provider at the Marbleton-Big Piney Clinic. Ms. Aslett stated that when he worked at the clinic and there was one provider, it seemed to him that the clinic adequately staffed. He added that there are days when there is not a patient there, that there are times when there is not a patient at the clinic for half the day and staff are sitting, waiting for a patient. He said that the District is already running in the negatives, but yet the Board wants to bring in another provider that would cost another \$200,000-\$300,000 when already, the clinic isn't bringing in enough money to go around for what the District is doing at the moment. Tonia Hoffman commented that the reason for the clinic having openings is because patients are going to Kemmerer for their care; the goal is to bring those patients back.

Tony Aslett stated that the reason the Board wants to hire another provider is because the Board is trying to appease Big Piney. Mr. Bill Johnson commented that the Board needs to commit to Piney. Tony replied that Piney has a clinic, two providers, X-ray, and a lab, that Piney probably has more than anyone in the nation with a population of 2000 people, and yet the Board is "trying to focus all [their] attention and all [their] resources down there, when we're running in the negatives here."

Mr. Mike Pompy stated that the Marbleton-Big Piney Clinic agenda item is only one of the items the Board is focusing on. He said the District has inherited the deficit, not create it, and the Board is trying to get rid of it and trying to improve it. He added that the Board has not asked for anyone's resignation from the staff that provides healthcare to the people in the communities, not north and south, in Sublette County. He stated that the Board is trying to bring people back to the clinics who believe it is cheaper for them to go somewhere else. Mr. Pompy stated that the Board has been in office for just over four months, they cannot solve all the problems in such a short time. He said the Board is still considering building a hospital; the previous hospital plan was denied twice by the USDA, so he said the plan needs to be modified to make it something that the USDA, the County Commissioners, and the Town Councils will support.

Ms. Joan Mitchell stated that she has family members that live in Pinedale and Big Piney, and in a matter of months, the Marbleton-Big Piney Clinic has lost three providers. She said she's not promoting the idea that something needs to happen in Marbleton-Big Piney before anything else, she just wants to convey that a few years ago, her family lost three providers in a matter of months. She stated that she continues to go to the clinic, she encourages people from Big Piney to go to the clinic rather than elsewhere, but to say that Big Piney hasn't lost anything and that it's all about Pinedale, she doesn't believe that and she has trouble listening to Pinedale versus Big Piney, she just wants to decide on where to go next.

Ms. Boman commented that Betty Fear stated that it's not north county and south county, it's Sublette County.

Ms. Laura Lopeman stated that regarding losing providers, she understands that the Board accepted Dr. Kappenman's resignation in Executive Session. Ms. Boman interrupted by saying that the Board cannot discuss anything that was discussed in Executive Session. Ms. Lopeman asked if his resignation has been accepted, doesn't it have to be announced. Ms. Boman repeated that the Board cannot discuss anything that was discussed in Executive Session, and then asked for confirmation about that from attorney, Clay Kainer. Mr. Kainer stated that for that purpose, it cannot be discussed.

Tonia Hoffman said that the Board has worked hard to not to make it about a north versus south county issue, but by looking around the room, there are about 90% of the people in attendance are staff and there isn't adequate representation from the other side. She said she works at the school and she sees about twenty students each day in her office, with about half of those needing to go to a facility for further care. She said that from her statistics, she can guarantee that about three-fourths of the parents who come pick up their kids to take them to a doctor, they take them to Kemmerer, which makes her incredibly sad. She said the Marbleton-Big Piney Clinic has a beautiful facility, fantastic providers, fantastic EMS, fantastic nurses, and yet people choose to go elsewhere because they have lost after-hours healthcare; this decision made them feel like they aren't valued. She added that the District's charges are high and without after-hours care, which are the two biggest issues and until it can be figured out how to bridge the gap and make those people want to go to our facilities in Sublette County again, she doesn't feel these issues can be fixed.

Mr. Tony Aslette stated that with the fee schedule and trying to bring people back, no one can argue with that, but he doesn't understand how hiring an un-needed physician or provider down in Marbleton is going to reduce the fees. Mr. Pompy stated that the Board has not discussed hiring another physician. Mr. Aslett replied that that is on the agenda. Mr. Johnson stated that that has not been discussed, that there is still the option of 24-hour on-call emergency service. Mr. Aslett asked how that is going to reduce costs. Mr. Johnson said a person can't decide when to have a heart attack. Tony said that if someone chooses to live in the middle of nowhere, then that's a consequence; Piney is a town of 2000 people, 200 miles from anything, so it's in the middle of nowhere.

Mr. Tom Curry stated that his son works in the Jonah field for Jonah Energy and Jonah laid off eleven people last week. He added that the jobs that were here when the gas boom started aren't the same; the number of jobs is declining and the price of gas is going down, so the County's population is also declining.

Mr. Dave Doorn said that he has been in the County for about a month and sees the good work that the

employees do at both clinics, he appreciates that and all the people that work for the District, but the one thing that he can't change and the Board can't change is the past. He stated that until people can figure out how to get past the memories and hard feelings, it's going to be really hard to move forward. He requested that everyone give the Board and him a chance to get something done; they will do their best to do what is best for Sublette County's healthcare.

Ms. Molly Landers introduced herself as one of the nurses for both clinics. She said the nurses and EMS have the most contact with patients; they are the go-between, their advocates. She stated that none of the Board members has talked with them or asked them what has been happening. She commented that the staff works between both clinics and she doesn't think any of them want Marbleton-Big Piney Clinic to close down, but there is a huge difference between working in Pinedale and working in Marbleton. She stated that when staff in Marbleton sees seven patients in a day or three patients in a day and when she hears that Marbleton doesn't have enough services, it's hard to stomach because they are running circles in Pinedale. She said she doesn't understand why everything needs to be evenly matched because it is not even. She added that she agrees with Tom Curry that the District is not going to have the patient flow that there was in 2009 for obvious reasons. Ms. Boman commented that it's not evenly matched, there is 24/7 care in Pinedale. Ms. Landers commented that Marbleton has EMS, and it is insulting when it's said that Marbleton doesn't have 24-hour care, that the District has a great team. Tonia Hoffman said that she has been in the County for 21 years, has worked in the clinics, and way before the boom, Marbleton used to see 30-40 patients each day. She added that many of those patients are still in the area but they are seeking healthcare elsewhere, so what the Board is trying to do is to bring them back. Ms. Landers stated that the present needs to be discussed, not the past.

Dr. Fitzsimmons said that the issues being discussed are uncomfortable and the opinions come from very different viewpoints. He stated that there are no bad guys, just different viewpoints, and everyone has to come together. He asked Dave and Tonia how the clinic staff can facilitate some kind of process where people with different perceptions and priorities can meet with each other, because nothing will get done unless everyone finds a middle ground, and the middle ground is a hospital.

Mr. Matt Brady stated that the Board keeps saying there are no services in Big Piney. He stated that it must be understood the education and dedication that a paramedic, an EMT, and an intermediate needs to have. He said 1300 hours is required to become a paramedic, it's 6-9 months to become an intermediate, and it's up to 6 months to become a basic EMT. He added that the continuing education required by the State of Wyoming is 200 hours for paramedics, which does not include the required hours to be nationally registered, intermediates must complete 140 hours, and basics are 90 hours; these hours must be completed every two years. He said the EMS staff has the education and they are good healthcare providers, they are not technicians. He stated that the healthcare base considers EMS as providers and that is how they are taught; they don't make the same decisions as a doctor, but a doctor is not called when a person has a heart attack in the workplace, a doctor is not called when there is a car accident on Highway 191, EMS providers are called.

Wendy Boman said that when she says there is not 24/7 healthcare in Marbleton, she's not referring to EMS, she talking specifically about there not being a doctor and a nurse. Matt replied that he understands that, but the community does not. He stated that when the public hears there is no service, they believe there is no service. Mr. Brady said he often gets asked by the public if there is an ambulance 24/7 in Big Piney, so the public is listening to the Board and taking it out of context because it is not being explained. He told the Board when the public hears "no service," they think "no ambulance." Ms. Hoffman apologized if she hasn't made that clear to people.

Mr. Mike Pompy stated that he would like to be invited to staff meetings, but more than two Board members cannot attend at the same time. Kerri Notmann said there is always someone at the ambulance stations and Board members are always welcome.

Old Business:

Fee Schedule/Tonia Hoffman:

Ms. Boman requested that Dave Doorn begin by presenting some ideas about this agenda item.

Dave stated that one of the ideas is offering a greater discount for up-front cash payments as an incentive for patients and increase the District's cash flow. He said another idea is to offer an ala-carte price for patients who request acute provider care, such as a sore throat. Mr. Doorn added that Mr. Clay Kainer is researching the legal part of offering cash discounts. Dave requested this be discussed and decided upon at the next Board meeting; Ms. Hoffman agreed and added that the ideas Dave presented are valuable and may solve some of the problems with cash flow.

Mr. Pompy commented that it was also mentioned in a conversation with Dave that if a patient pays a bill within the first 30 days, there could also be a discount. He added that this is showing the public that the RHCD is making an effort to improve the rates to help with the cost of healthcare.

Ms. Boman stated that at the beginning of the year, there was a 2.8% cost of living increase for Medicare and Medicaid and in the past, the billing department has increased the fee schedule equal to the cost of living percent, but the fee schedule did not change this past year with the hopes that the District will regain patient accounts. Mr. Pompy added that he has had conversations with long-time residents who have gone elsewhere for cheaper healthcare, so he relayed to them that the District is making an attempt at recouping some of the patient number losses.

Ms. Hoffman asked if a fee schedule adjustment needs to be approved by the Board. Mr. Kainer answered that if that is what the Board chooses, then it can be approved by the Board prior to its implementation, but also stated that the Board can also choose to give Mr. Doorn the authority to make the decision regarding the fee schedule. Ms. Boman requested that Dave have a fee schedule proposal ready for the Board at the next meeting, so that it could possibly be implemented by May 1st or sooner.

CAH Discussion/Mike Pompy:

Mr. Mike Pompy stated that Dave Doorn has begun conversing with some of the financial firms previously used to gather information, including BKD, and Dave and Mike would like to get the financial data updated because the District is late in moving forward with the hospital. Mike also said his discussion with Mr. Doorn included contacting some design firms to determine their interest in order to begin the application process with the USDA; in order to apply, the District needs a floor plan of the hospital. He said there was a company that already created a floor plan, a plan that didn't get USDA approval. He added that another company created a financial report twice and reported that they knew how to accomplish getting USDA approval and the application was denied twice. Mike stated that he would like to contact the company and tell them that because the loan was denied, they need to update their numbers so that the loan can be approved and the District has already paid them to do this, so Mike feels the District should not have to pay for their services again.

Mr. Pompy said he would like the Board to vote to find out if there is a consensus to proceed with going forward with a CAH, to discuss the financial ramifications as to whether or not the District will make the money that was predicted in the previous reports. He wants to have the financial predictions revisited and explained by BKD. He asked again for the Board to vote on whether or not the gathering of information and facts and figures for building a hospital should continue. Ms. Boman stated that the Board does not need to vote about gathering information. Mike stated he would like to know if there is enough Board support to move forward with the CAH. Wendy replied that she doesn't have a problem with information gathering, but not committing to anything else. Marti Seipp reiterated that that is why she feels the Board needs to decide on a list of priorities and doesn't feel the CAH is first on that list.

Mr. Bill Johnson stated that he encourages Mr. Pompy to continue gathering preliminary information, but his priorities are to decide on the two issues of after-hours healthcare in Marbleton-Big Piney and the EMS schedule. Ms. Hoffman commented that she also has no problem with gathering information. Mr. Pompy said he is working with Dave to collect information regarding the CAH, he's working on the fee schedule with Tonia, and on the 24-hour healthcare services for Marbleton-Big Piney with Tonia and Dave, so the CAH is not his main focus. Mr. Johnson stated that he contacted Lorraine

Werner from the USDA to find out what can remain in the clinic and what needs to be in the new building. He said Lorraine responded by email saying she is not able to answer that question. Wendy Boman said she spoke with Lorraine Werner and Lorraine relayed that she would be excited to help Sublette County get a hospital. Mike Pompy asked if it was ok to make the CAH a priority, with no intent of spending any money at this time, and asked if any of the Board members are opposed to pursuing a CAH. None of the Board members said they are opposed to it. Mr. Pompy stated that the County Commissioners and the Town Councils want that information.

Marbleton-Big Piney Clinic After-hours Operation Discussion and Decision about how to proceed/Mike Pompy & Tonia Hoffman:

Tonia Hoffman stated that the after-hours healthcare for Marbleton-Big Piney is an on-going process, including looking at the financial support. She stated she will continue to work on this with Mike Pompy. She added that she has been trying to set up a meeting with the medical directors, but has been unable to accomplish that. She said that the details are still being figured out.

Mr. Johnson commented that since talking with EMS regarding healthcare in the Marbleton-Big Piney area, he asked if the clinic's hours should be compressed to six hours because the traffic isn't there and have additional on-call service along with what EMS provides. He added that emergency service is the priority and EMS is covering that, but are more services needed. Ms. Hoffman stated that people would like to be able to go to the clinic for sutures and simple treatments and services after hours that the paramedics and EMT's are not able to provide. She said that essentially, there needs to be a doctor, a nurse, a lab and X-ray technician, but the District is short-staffed so currently, those services cannot be provided. Tonia asked Dr. Fitzsimmons what days there is only one provider at the Marbleton-Big Piney clinic. Dr. Fitzsimmons answered that there is usually only one provider there on Thursdays and Fridays. Amanda Key added that that decision was based on a District provider meeting when they looked at the volume distributions, and determined that Thursdays and Fridays at the Marbleton clinic had consistently lower volumes of patients, so both clinics were staffed appropriately based on that data. Dr. Fitzsimmons commented that there were a few days when it was overwhelming for one provider, but mostly, it has been manageable. Mr. Doorn stated that action on this issue needs to be taken in increments to try to improve services in that area. Mr. Pompy said that currently, the District does not have the money to reinstate after-hours care at the clinic. He said that there are some other entities that are supportive and are willing to financially assist for a period of time. Mr. Johnson commented that the District needs to do this. Tonia replied that the public needs to know that it's being worked on and the biggest problem is finding coverage for the weekends. She said she feels that if the District is making the effort to make after-hours care a priority, patients will come back to the clinic for these services rather than going elsewhere; she added that the District has to gain the public's support before a hospital can be considered. Ms. Boman stated that there are a few financial commitments from outside entities, so hopefully, this is something that be put into effect. Tonia stated that those committed entities want a concrete plan and schedule for after-hours healthcare before they contribute anything financially.

Approval of Policies: 112.1 Personnel Files, 115.1 Pre-Employment Drug Testing, 117.1 Meal and Break Periods, 204.1 Drug and Alcohol-Free Workplace, 209.1 Visitors in the Workplace, 304.1 Holidays and Holiday Pay / Amanda Key

Tonia Hoffman made a motion to approve all the policies presented, as a whole. Ms. Seipp seconded the motion. Motion carried unanimously.

Approve Administrative Director job description:

Bill Johnson made a motion to approve the job description presented to the Board. Tonia Hoffman seconded the motion. Motion carried unanimously.

Approval of Regular Board Meeting Minutes from February 20, 2019:

Marti Seipp made a motion to approve the Board Meeting Minutes from February 20, 2019, as presented. Tonia Hoffman seconded the motion. Motion carried unanimously

Routine Business:

Approval of Payroll and Bills:

Ms. Boman asked why the payment to SteriCycle is so high and if the \$6500 payment is for each clinic. Dave Doorn replied that he is looking into it. Ms. Boman asked if the District could postpone payment for that service until Dave finds out why it is so high; Dave responded that the payment can be postponed.

Ms. Boman asked if the District should continue paying for weekly ads in the newspapers. Dave stated that paying for the weekly ads was previously agreed upon, but may be changed if the Board chooses to do so. Dave suggested that he feels it shouldn't be completely discontinued, but maybe cut back; he said he would look into it.

Wendy Boman stated that the District is paying Rocky Mountain Power \$10,000 and paying Dominion Energy another \$1200; she asked why the District is paying for both power services. Mr. Doorn responded that Rocky Mountain Power is for the electric service and Dominion Energy is for gas.

Ms. Boman questioned the \$34,000 payment for computers and Dave replied that the District is trying to upgrade the old PC's to Windows 10, which included about 26 computers.

Ms. Boman asked about the HVAC payment and if there was a breakdown. Mr. Doorn stated that there was a humidifier that needed to be repaired at the Marbleton-Big Piney Clinic.

Ms. Boman stated that there were two payments to CenturyLink, one for \$4700 and the other for \$4900. Dave said he thought the payments were for two months.

Wendy commented that she was happy to see that the District's collection fees decreased.

Wendy asked what the payment to World Point ECG, Inc. was for; the report stated that it was \$1800 for ACLS cards. Vicky Marshall said that it should read ACLS online codes, not cards. Vicky added that each ACLS or PALS code is \$130.

Ms. Marti Seipp asked if ADP is for payroll and how much the District is out-sourcing for bookkeeping or accounting services. Mr. Doorn responded that ADP is the only out-source the District uses. He said at some point, he would like to bring payroll back in-house, but right now, the District is not ready to do that.

Mike Pompy made a motion to approve payment of payroll and bills in the amount of \$596,226.65, with exception to the lawyer's fee that Mr. Kainer is working on. Tonia Hoffman seconded the motion. Motion carried unanimously.

Adjournment:

Ms. Seipp made a motion to adjourn at 7:16 p.m. Mr. Pompy seconded the motion. Motion carried unanimously.
Board members signed the bank documents that Ms. Lovell and Mr. Doorn presented during the Bank Accounts agenda item discussion.

Minutes taken by Jean Straw



Wendy Boman, Chairman
Administrative Director



Dave Doorn,

