



Campbell County Health Board of Trustees

Regular Board Meeting – 2nd Floor Community Room; City Hall

September 23, 2021

5:00 PM

Members present:

Adrian Gerrits, Chairman
Alan Stuber, Vice Chair
Lisa Harry, Secretary

Randy Hite, Treasurer
Dr. Sara Hartsaw, Trustee
Tom Murphy, Trustee

Absent: Kristina Leslie, Trustee

Also present:

Colleen Heeter, CEO
Dr. Attila Barabas
Dr. John Mansell
Jerry Klein, COO
Mary Lou Tate, CFO
Natalie Tucker, CNO

Noamie Niemitalo, Human Resources VP
Matt Sabus, Information Technology VP
Alison Gee, CCH Attorney
Brandi Miller, Recorder
Public

Invocation

Deacon Kim Carroll, from St. Matthew's Catholic Church led those present in an opening prayer.

Call to Order

Mr. Gerrits, Chairman, called the meeting to order at 5:00 p.m.

Mission Statement

Tom Murphy read Campbell County Health's Mission Statement.

Vision Statement

Randy Hite read Campbell County Health's Vision Statement.

Roll Call

Brandi Miller called the roll, Kristina Leslie absent, a quorum was present.

Approval of Agenda

LISA HARRY MADE A MOTION TO AMEND THE AGENDA, ADDING A PUBLIC COMMENT AFTER EACH DISCUSSION TOPIC. ALAN STUBER SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

Consent Agenda

The following items were approved as part of the Consent Agenda.

Approval of Minutes

August 26, 2021 Regular Meeting Minutes

Finance Meeting

Items requiring Board Action from the September 20, 2021 Finance Committee Meeting. Charity care, Collections and Discharges amounting in \$2,558,573 were approved.

RANDY HITE MADE A MOTION TO APPROVE THE CONSENT AGENDA AS PRESENTED. LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

RECOGNITION ITEMS

Employee Recognition

The following employees were recognized by the Board as Thanks for Working Here recipients:

- Lexie Honey, Licensed Clinical Social Worker – Kid Clinic
- Susan Pillen, RN, BHS
- Cheryl Trembath, LPC, BHS

Retirement Recognitions

- Maureen Hurley, RN Care Management – 26 years of service

Other Recognitions

- Karen Clarke, Community Relations Director – Northeast Wyoming Community Health Foundation Outstanding Community Health Award
- Derek Friedlan, Inpatient BHS Manager - Northeast Wyoming Community Health Foundation Outstanding Community Health Award
- Holly Hink, Nurse Practitioner-Kid Clinic - Northeast Wyoming Community Health Foundation Outstanding Community Health Award
- Nathan Hall, Director of Support Services – GALI Graduate
- Mary Lou Tate, Chief Financial Officer – GALI Graduate
- Natalie Tucker, Chief Financial Officer – Norman S. Holt Award for Nursing Excellence
- Tom Murphy, Board Trustee – Best on Board Essential of Healthcare Governance Completion

PUBLIC QUESTIONS OR COMMENTS

A community member shared her husband's story about the Hospice House and how it benefited them.

Representative Bill Fortner shared concerns of the recent BHS Compliance settlement. He stated he plans to introduce a bill limiting CEO's pay structure.

DISCUSSION ITEMS

Hospice House Task Force Update

Lisa Harry, Jerry Klein, Mary Lou Tate, Ashley Montague, Nachele McGrath, and Emily Arthun recently traveled to the Davis House in Cheyenne for a site visit. A significant difference between the two organizations is the Davis House receives over 75% of their referrals through the Palliative Care program, CCH does not have a Palliative Care program. Their Foundation has an endowment which funds \$80,000 towards the Davis House. Their staffing ratios are in line with CCH ratios. The Davis House also requires a down payment, monthly payments and a guarantor. DaNece Day, Foundation Board member, commented that until recently the Foundation was unaware that the Hospice House was running in a deficit and they have never been asked to create an endowment. She stated that the Foundation hopes to continue dialogue about the Hospice House.

The Board agreed that more information is needed and hopes that CCH and the Foundation will continue to work together to come up with a solution that will best serve the community. The Board was initially slated to take action on the Hospice House however, this action was tabled until the October 28 Board retreat.

Public Discussion – Community members thanked the Board for not taking action tonight, until more investigating/brainstorming is completed, and the need to make a decision is vital. The community deserves to know if it will open again, what that would look like, the timeline or if the decision is to close.

Vaccine Mandate

The Board discussed the current information available concerning the vaccine mandate which is very limited at this time, specifics and possible exemptions have not been released. The Board assured the

staff/community that they do not plan to implement their own vaccine mandate. If the mandate comes to fruition or the commenting period opens, the Board will stand with staff members, while following CMS, CDC and OSHA requirements as to not jeopardize licensure, to push against the mandate. It was stated that the mandate will apply to all healthcare facilities that participate in Medicare and Medicaid programs. The Board provided State and Federal Representatives contact information and urged the staff/community to contact the representatives to share their opinions.

Alan Stuber read a letter he, with the help of others, crafted against the mandate with the intent of the letter being sent to all Wyoming representatives and President Biden. The Board will consider taking action to send the letter during the action portion of the meeting.

Many employees and community members spoke against the possible vaccine mandate. A common theme of comments was that the vaccine should be a personal decision and not mandated or used as a tactic to scare people into receiving the vaccine or losing their job.

The Board thanked everyone for attending the meeting and speaking on the subject as well as assured them that CCH will support them to the best of their ability during this difficult time.

ACTION ITEMS

Medical Staff Appointment – Dr. Mansell shared the attached list that was recommended for approval by the appropriate Department Chairman, Credentials Committee, and Executive Committee.

SARA HARTSAW MADE A MOTION TO APPROVE THE MEDICAL STAFF APPOINTMENT LIST AS PRESENTED. RANDY HITE SECONDED THE MOTION. THE MOTION CARRIED UNANIMOUSLY.

Hospice House Decision Vote

The Board tabled the vote on the Hospice House. Additional discussion will take place at the October 28, 2021 Board Retreat.

SARA HARTSAW MADE A MOTION TO TABLE THE HOSPICE HOUSE DECISION VOTE. ALAN STUBER SECONDED THE MOTION. THE MOTION CARRIED UNANIMOUSLY.

Vaccine Mandate Letter

A letter formally opposing the vaccine mandate, composed by Alan Stuber, was read earlier in the meeting. The letter was composed with the intent of sending it to all appropriate state Representatives and President Biden. The Board formed a committee to work with state Legislators to form a plan to oppose the vaccine mandate. Alan Stuber (chair), Lisa Harry, and Dr. Sara Hartsaw will form the committee.

SARA HARTSAW MADE A MOTION TO APPROVE THE LETTER BEING SENT TO ALL APPROPRIATE STATE, AND LOCAL REPRESENTATIVES, PRESIDENT BIDEN AS WELL AS BEING SHARED ON VARIOUS SOCIAL MEDIA OUTLETS. LISA HARRY SECONDED THE MOTION. THE MOTION CARRIED UNANIMOUSLY.

INFORMATIONAL ITEMS

Chairman's Report – Chairman Gerrits thanked everyone for their diligence and hard work.

Chief of Staff Report – Dr. Mansell shared appreciation on behalf of the medical staff for all CCH employees during the COVID surge. The Medical Staff Office audit is currently being reviewed. UHealth has been assisting in the peer review process.

Chief Medical Officer – Dr. Barabas reported that CCH currently has a full census, Emergency Room is full causing patients to have longer wait times, the hospital is nearly out of ventilators, it continues to be

difficult to transfer patients to other facilities causing a delay of care and they are starting crisis standards. Work continues on forming the Triage Team and processes.

CEO Report – Ms. Heeter reported on September and October events including Paint Gillette Pink. CCH sponsored the Pink Out night at the Thunder Basin vs CCH football game on September 24. Nine National Guardsmen are onsite with an additional seven expected. They will help in a variety non-clinical of areas across the organization.

Strategic Focus

People: Noamie Niemitalo, VP of Human Resources reported on the Pandemic Incentive staffing program. Employees are paid 1.5 times their normal pay when picking up shifts outside of their normal schedule. CCH has been working to show employee appreciation, there have been extra thank you cards sent out, meals shared between departments, an additional \$30/employee that directors need to spend by the end of October and administrators have been taking a treat cart to various departments.

Performance appraisals are due by September 30. Merit increases will be given out the first full pay period in October.

Care and Service: Natalie Tucker, CNO, shared the Crisis Standards of Care. The Wyoming Department of Health signed a revised guideline document that updated the Crisis Standards of Care, Guidelines for the Ethical Treatment of Patients during a Medical Crisis. Guidelines are provided to help expand capacity during this pandemic. Expanding Capacity examples are; adjusting documentation and policies; changing admission/discharge procedures; creating teams to help make healthcare decisions, etc.

A brief overview of the Command Center was given. The Command Center began March 2020 when the pandemic was declared a disaster. This group consists of Leadership and Department Managers/Supervisors. Meetings are scheduled every Wednesday to discuss current issues/difficulties. Special meetings can be called at any time if the need arises.

Business: Mary Lou Tate presented the financials.

- Outpatient, Clinic, Walk-In Clinic, and ER visits were all over budget.
- Bad debt and charity care were under budget by \$77,000.
- Accounts receivable days increased to 81.
- Days cash on hand decreased by four days to 179 days.
- Due to staff losses in RevCycle and a \$750,000 EPIC down payment our cash balances decreased by \$1.8 million.
- Total revenues for the month was a profit of \$1,428,533.

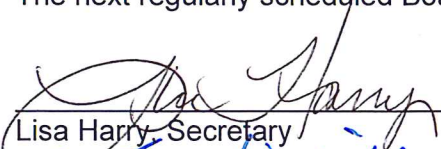
The Board requested that a graphic showing demographics and payor mix be added to future presentations.

EXECUTIVE SESSION

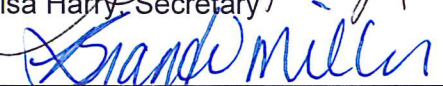
The regular meeting recessed into Executive Session at 8:12 pm.

The regular meeting reconvened at 10:35 pm. The regular meeting adjourned at 10:35 pm.

The next regularly scheduled Board meeting is October 28, 2021.



Lisa Harry, Secretary



Brandi Miller, Recorder