

Ramkota Hotel, Casper WY
Alcova Room
October 7, 2016
9:00am

MINUTES

I. Call to Order and Roll Call

Don Stauffenberg

Roll Call: Present were Don Stauffenberg, Tanya Allee, Jamie LaValley, Jeffrey Harrington, Don Dorn, Rick Magstadt, Elwood Birch, Terry Donaldson with quorum requirements met.

Absent: Grant Christensen

Other Attendees: Mary Ellen Young, Helen Jerome, Ronda Strother

Introductions were made to the new board members, Elwood Birch and Jeffrey Harrington with the existing members.

II. Approval of May 16 and August 9th board meeting minutes

Mary Ellen Young

- Rick Magstadt made the motion to approve the minutes from the May 16, 2016 meeting. Terry Donaldson seconded the motion. Motion carried.
- Terry Donaldson made the motion to approve the minutes from the August 9, 2016 conference call. Jamie LaValley seconded the motion. Motion carried.

III. Approval of September Financials

Don Stauffenberg

- There was 1.9 million left over from the 900 series/contracts in the 15-16 Bi-Annual Budget. The bulk of our expenses are with EBMS for handling the claims and for the Miner's Medical Assistance and Hearing Aid Programs. Previous budgets have had much lesser amounts of money left.
- We ended up with not using 2+ million as a total in the 15-16 Bi-Annual Budget. It does not go back into our funding since it had never been taken out of our funding to begin with as it comes out as it is used.
- The travel expenses for the board and staff seem to be in discrepancy so Mary Ellen will check into the travel expenses for board and staff.
- The 15-16 Budget started with 7.2 million which is not the full 5% because we budget as an on needed basis.
- When Mary Ellen talked to our Budget Analyst she suggested that for the 19-20 Bi-Annual Budget we budget for the two full time personnel so that they are fully funded in case we need to use that money.
- Rick Magstadt made the motion to approve the financials. Tanya Allee seconded the motion. Motion carried.

IV. Approval of revised Policy and Procedure Manual

Don Stauffenberg

- The August conference call related to dropping the preferred provider for the hearing aid program and so the Policy and Procedure manual had to be updated with the new information which was done in red on page 6.
- Discussion was held. Mary Ellen related that by dropping the preferred provider program all providers providing hearing aids will receive a maximum of a \$2,000 benefit. She has noticed that some of the other providers are charging less than others and there is hope with the doors wide open, it will encourage competition. With the dropping of this program we will no longer have to pay EBMS \$900 per month for regulating the preferred provider program.
- Per Misha, our AG rep, we are legal to post hearing aid survey results on our web site so that members can see how hearing aid providers rate, as long as we are not personally recommending

any provider. An extensive list has been made up of most often used hearing aid providers that will be posted on the website after December 1st.

- Terry Donaldson made the motion to approve the Policy and Procedures Manual as presented. Rick Magstadt seconded the motion. Motion carried.

V. Old Business:

A. Executive Director's Report/Programs

Mary Ellen

- Discussion, no questions.

B. Facebook usage/feedback

- We are finding that even though we have over 8,000 miners registered we only have 257 likes on our Facebook page. Mary Ellen is going to do some more advertising for our Facebook page to try and get more people to follow it.

C. Current Hearing Aid program.

- Should we offer the hearing aid benefit for aids purchased online?
 - One of the problems of the on-line hearing aids, such as Sport Ear, is that they require the customer go to a hearing aid specialist to get a hearing screening and submit it back to them to have their Sport Ears made. On-line hearing aid purchases can be less expensive, but there is no control over quality. The Board ok'd on-line purchases can be approved but it is on a "Buyer Beware" basis and if there are problems, the miner will have exhausted their benefit for 5 years.
- Possible 3rd Benefit?
 - Mary Ellen's recommendation is to approve a 3rd hearing aid benefit 5 years from the date of their last purchase benefit. We are finding that since we are requiring them to file with their primary insurances that some of the expenses have gone down relating to hearing aid purchases.
 - Terry Donaldson made the motion that we pay assistance for hearing aids every 5 years up to \$2,000 and a miner can also receive repairs to their hearing aids in line with the current policy. In the Policy and Procedure Manual it was moved to strike 2nd time on page 6 and on page 9 & 10 change the word 2nd to subsequent. Rick Magstadt seconded the motion. Motion carried.

D. Reviewing Sleep study reports – hold over until spring 2017

Mary Ellen

- We had Hannah Sloggett, a Sleep Technician from Davis ENT, give a short explanation about sleep apnea as there are a lot of myths out there about sleep apnea. Don Stauffenberg asked how sleep apnea would relate to miners. Shift work does not cause sleep apnea. Stress levels increase sleep apnea cases. Also, if there is sleep apnea in your family then you will have a higher risk of having sleep apnea. Sleep apnea can be caused by obstruction either in the nasal area or throat area. If you do not get enough sleep at night accidents at work are at a higher risk as are strokes, and heart attacks. If you do not take care of your body and get enough rest then your timeclock is speeded up. Complaints of snoring, waking up not feeling rested, tossing and turning all can be signs of sleep apnea, weight gain due to snacking all day trying to keep energy levels high. Mouth guards can help the milder cases of sleep apnea. Compliance reports are required by some insurances, etc. when a patient has a sleep apnea machine to make sure it is being used. To be compliant they need to use the machine 4 hrs or more a day. Don Stauffenberg asked if pulmonary problems related to sleep apnea and the answer was yes. These people are at a higher risk to have sleep apnea.
- Mouth pieces from dentists for Apnea
 - Do not help the more severe cases and can help in mild cases. We will continue not to pay for them.

E. Paying for the purchase of c-pap machines

- We are still going to cover the C pap supplies at the present time until we get the breakdown from EBMS on all of the costs, etc.

- Perhaps we need to establish compliance on the member's part in order to get the C pap benefit from us.

VI. New Business

Mary Ellen

- A. Hydro Therapy-usage with Rx
- Ben and Salina Koerper attended the meeting and gave a presentation of how Hydro Therapy via Sensory Deprivation works. Handouts were given to the board members. Ben and Salina have experienced a great deal of positive feedback concerning many health issues including pain management for people with muscle/skeletal issues.
 - WMHB would require a prescription that connects it to one of our conditions.
 - Discussion was held. If it benefits a person and gets that person off pain medications then that would be a plus for us as we pay out a lot of prescription costs for pain medications. The claim would have to be sent to their primary insurance first and then to us to pay the remainder. Don Dorn made the motion to cover costs of Hydrotherapy with a prescription relating to one of our covered condition, with a maximum of 21 visits per year with a maximum benefit of \$50 per visit on a trial basis for year. Tanya Allee seconded the motion. Motion carried.
 - Mary Ellen will add this to the Policy and Procedure Manual.
 - Ronda will contact the miner after his or her 3rd visit to conduct a survey on the results experienced on this type of treatment.
 - This type of hydro therapy is currently a fraction of the cost of hydro therapy done thru a physical therapist.
- B. Paying for a portable oxygen concentrator with 24hr Dr. Rx
- Terry Donaldson made the motion to cover the cost of the purchase of a portable oxygen concentrator for members with pulmonary conditions that require 24 hr oxygen. Jeffery Harrington seconded the motion. Motion carried.
 - Mary Ellen will strike the sentence in the Policy and Procedure Manual that addresses portable oxygen concentrators.
- C. Financial impact of layoffs and HSA's
- We are not seeing a huge financial impact at the present time but we are seeing the increase in companies going with HSA's with high deductible insurance.
- D. High Deductibles w/o and HSA and our options
- Members having this type of insurance with the high deductibles have us paying out more in benefits for that person since we pick up the cost of their deductibles.
 - We will watch this for this year to decide if we need to have something for coordination of benefits set up with this type of insurances.
 - EBMS contract has been renewed with no additional costs. Our contract price is locked in for 4 years but if our membership grows or decreases by 15% from June 30, 2016 then it can be reopened. We will drop off the hearing aid charges in November saving us \$900 per month.
- E. Salary adjustment for Mary Ellen and Helen
- Helen and Mary Ellen gave information about how their positions have evolved since they became employees for WMHB.
 - Executive session was called. Jamie LaValley made the motion to go into Executive Session. Rick Magstadt seconded the motion.
 - Don Stauffenberg called and Executive Session. Don Dorn made the motion to go back into regular meeting. Jamie LaValley seconded the motion. Motion carried.
 - Discussion was held relating that Don Stauffenberg had called and spoke with the HR Department for the state with the findings that Mary Ellen Young is currently slightly over the state average for her position and that Helen Jerome is currently under the state

average for her position. It was recommended in the Executive Session that there will be a 2% raise for Mary Ellen Young and Helen Jerome will be brought up to the average within the band.

- Don Dorn made the motion to give a 2% raise for Mary Ellen Young. Rick Magstadt seconded the motion. Motion carried.
- Don Dorn made the motion for Helen Jerome to be brought up the average of her pay band. Rick Magstadt seconded the motion. Motion carried.

VII. Public Sounding

- None

VIII. Adjournment & Next Meeting

- The next meeting will be held in Cheyenne, WY during the Legislative Session on the day following the State Mining Association dinner.
- Don Dorn made the motion to adjourn. Rick Magstadt seconded the motion. Motion carried. Meeting was adjourned at 1:21 pm.