



## Region 9 Newsletter

### Hello from your Region 9 Consultant, Kristen Fox, MBA, SPHR



I hope that everyone enjoyed the Annual Conference and Exposition as much as I did. Between the sessions; the vendor contacts; and the networking, I believe that the conference truly gave us so many additional tools for our toolkit. As we enter the final quarter of 2011 (and my last quarter as a regional consultant), I am still really enjoying my time with Region 9 as your local ASHHRA resource – the Regional Consultant for Region 9, which includes – WA, OR, CA, NV, AK and HI. The past two years have flown by so quickly. I look forward to continuing my networking with this region, even as I pass over the reigns of this position to my successor (more about him below.)

Please remember that I believe that my #1 responsibility is to be the “eyes” and “ears” of members and non-members of the region so that I can provide effective feedback to ASHHRA on the needs and desires of the region. Your feedback is critically important to ASHHRA as it helps with defining priorities and ensuring that ASHHRA continues to be the leading resource for Healthcare Human Resources Professionals.

My other top priority is to be a resource to you, educating members and non-members of all of the opportunities available through ASHHRA, whether it be the mentoring program; webinars; the Annual Conference; eLearning Network; individual and chapter award opportunities; and much, much more. Each quarter I will focus on one of the many benefits of ASHHRA. This quarter, I will be focusing on the HR Concierge Service now available through ASHHRA.

In the mean time, if you have specific questions or areas of interest that you would like answered in a future newsletter, do not hesitate to send me a note at [kristen.fox@kadlecmed.org](mailto:kristen.fox@kadlecmed.org).

### ASHHRA HR Concierge

ASHHRA HR Concierge is a service that offers personal attention to the health care HR profession by providing custom tools and resources that are essential to the field.

#### *Ask the Expert*

A member benefit that provides you with custom resources to meet your individual health care HR needs.

- Provides project consulting to our members on a personal scale
- HR practitioner on-staff to address custom requests for research, resources, and other HR needs (Requested resources can be obtained within 48-72 hours)

## ASHHRA HR Concierge (cont.)

- Focuses on providing custom HR research information in the areas of Benefits, Training and Development, Talent Management, and many other topics that reflect the ever-changing scope of health care HR.

### *Resource Library*

An alignment of tools and resources that reflect the ever-changing landscape of health care HR

- White Papers - Talent Management, Benefits, etc.
- Toolkits - HR Leadership, Mentoring, and Health Care Reform
- Surveys - Compensation, HR Metrics, and Labor Relations
- Case Studies - Workplace Intimidation, Employee Engagement, and Culture of Health
- Custom Research Project Consultation (initial 2 hours free) - HR Practices, Performance Management, etc.

For more information, contact Ivan Brown at [ibrown@aha.org](mailto:ibrown@aha.org) or at (312) 422-3725.

## ASHHRA Advocacy Region 9 Avocacy Representative Gail Blanchard Saiger

### **OBAMA PROPOSES \$320 billion in Reductions to Medicare & Medicaid**

President Obama today proposed \$320 billion in reductions to Medicare and Medicaid as part of a \$3 trillion deficit reduction plan he submitted to the Joint Select Committee on Deficit Reduction. Authorized by last month's *Budget Control Act*, the committee - chaired by Senate Democratic Conference Secretary Patty Murray (D-WA) and House Republican Conference Chairman Jeb Hensarling (R-TX) - is charged with crafting by November 23 a far-reaching plan to reduce the national deficit by at least \$1.2 trillion.

The president's plan, unveiled this morning, calls for cutting Medicare by \$248 billion and Medicaid by \$73 billion over 10 years.

Specifically, for Medicare, among other changes, the plan would:

### **Reduce certain Medicare payments, including bad debt, indirect graduate medical education (IME) and payments for certain rural hospitals.**

*Bad debt.* The administration proposes to reduce bad debt payments to 25 percent (from the current 70 percent) for all eligible providers, including hospitals, over three years starting in 2013. The administration's proposal would save approximately \$20 billion over 10 years from all providers.

*IME.* The administration proposes to reduce the IME adjustment by 10 percent beginning in FY 2013; the administration's proposal would save approximately \$9 billion over 10 years.

## ASHHRA Advocacy (cont.)

*Rural providers.* The administration proposes three changes to payments for rural providers. First, starting in FY 2013, it proposes to end add-on payments for hospitals and physicians in low-population frontier states. Next, it would reduce critical access hospital (CAH) payments from 101% to 100% of reasonable costs. Finally, it would eliminate the CAH designation for hospitals that are fewer than 10 miles from the nearest hospital. Together, the administration estimates these rural proposals would save approximately \$6 billion over 10 years.

**Encourage efficient post-acute care.** The administration proposes to adjust payment updates for certain post-acute care providers, including skilled nursing facilities (SNF), long-term care hospitals (LTCH), inpatient rehabilitation facilities (IRF) and home health; equalize payments for certain conditions; encourage appropriate use of IRFs; and adjust SNF payments to reduce hospital readmissions. Together, the administration estimates these changes would save \$42 billion over 10 years.

**Strengthen the Independent Payment Advisory Board (IPAB).** The administration proposes to strengthen IPAB by reducing its growth rate target from GDP per capita plus 1 percent to GDP plus 0.5 percent and providing additional enforcement tools. Proposed changes to Medicaid include:

**Limiting Medicaid provider taxes beginning in 2015.** The administration proposes to phase down, but not eliminate, Medicaid provider taxes beginning in 2015. The administration estimates this would save \$26.3 billion over 10 years.

**Simplifying states' federal Medicaid payment formulas.** Beginning in 2017, the administration proposes to replace the current formulas with a single matching rate specific to each state, based on enrollment starting in 2014, that automatically increases if a recession causes enrollment and state costs to rise. The administration then proposes to reduce that rate, which they estimate would save \$14.9 billion over 10 years.

**Re-basing Medicaid disproportionate share formula for hospitals in 2021.** The administration proposes to "better align these future Medicaid supplemental payments to hospitals with reduced levels of uncompensated care." The administration estimates this would save \$4.1 billion over 10 years. The president's plan does not include changes to the Medicare beneficiary eligibility age or Social Security. However, it does include some modest changes to Medicare benefits, but those changes would not take effect until 2017, and the president said he will not pursue any beneficiary changes unless lawmakers agree to increase taxes on wealthy individuals and corporations.

The AHA recently sent you a *Legislative Action Alert* with multiple fact sheets detailing the impact cuts to hospital funding could have on access to services, and to hospital jobs and other jobs supported by hospitals when they buy goods and services from other businesses in their communities. Please share these fact sheets with your legislators. If they are not members of the supercommittee, ask them to speak with their colleagues on the committee and urge them to reject any proposals to cut Medicare and Medicaid funding for hospitals.

## **ASHHRA Advocacy (cont.)**

Additional reductions to Medicare and Medicaid provider payments would be devastating to hospitals and the patients and communities they care for, especially at a time when hospitals are already absorbing cuts as a result of state budget reductions and recent legislative and regulatory changes.

## **News from around the Region**

### **WSHHRA Happenings President – Steve Stahl**

WSHHRA just completed a successful fall conference in the beautiful resort location of Chelan, WA. As a result of the high caliber topics and speakers, attendees received 10 Strategic Credits for attending the conference. This is outstanding! If you would like to join WSHHRA and take advantage of these educational opportunities, visit the membership section on [www.wshhra.org](http://www.wshhra.org).

Congratulations to WSHHRA for receiving the ASHHRA Chapter Management 3-Star Award.

Congratulations to Jolene Seda, WSHHRA Past President. Jolene will be receiving the Chapter Officer Award for Outstanding Leadership for 2011.

### **OSHHRA Happenings President - Suzie McDaniel, M.Ed., SPHR**

Please contact Suzie McDaniel at [suzie.mcdaniel@bayareahospital.org](mailto:suzie.mcdaniel@bayareahospital.org) for information on the Oregon Chapter.

### **HHRMAC News President - Jill Underwood**

Congratulations to HHRMAC for receiving the ASHHRA Chapter Management Honorable Mention.

Please also join me in congratulating the following HHRMAC members for their national recognition –

Jill Underwood is receiving the 2011 ASHHRA National Mentorship Award  
Gail Blanchard Saiger is receiving the 2011 Outstanding Chapter Achievement Award

Please contact Jill Underwood at [jill.underwood@methodisthospital.org](mailto:jill.underwood@methodisthospital.org) for information on the California Chapter.

## Welcome ASHHRA Region 9 Regional Consultant 2012

### Steve Stahl

Organizational Development Specialist  
Virginia Mason Medical Center

I am excited to announce my successor, Steve Stahl. Steve is currently the President of WSHHRA and has a passion for empowering healthcare HR professionals. Steve brings to the position a level of creativity and experience (over 20 years of HR Management experience.)

I am looking forward to supporting Steve during this transition and I know he will take this position to the next level over the next two years.

## Welcome New Region 9 Members

Please take a moment to reach out to our newest ASHHRA members.

Last	First	Title	Location	Email
Woods	Rashawn	Director Human Resources	Shriners Hospitals for Children, Los Angeles	rwoods@shrinenet.org
Buffington	Bobbi	Director Human Resources Compliance	Cedars-Sinai Medical Center	buffingtonb@cshs.org
Joins	Lisa	Manager, HR Consulting Services	Cedars-Sinai Medical Center	lisa.joins@cshs.org
De La Fuente	Claudia	HR Administrator	El Centro Regional Medical Center	cdlafuente@ecrmc.org
Nielsen	Brent	Chief Human Resource Officer	El Centro Regional Medical Center	brent.nielsen@ecrmc.org
Fakih	Mireya	Benefits Coordinator	El Centro Regional Medical Center	mfakih@ecrmc.org
Castro	Luis	HR Generalist	El Centro Regional Medical Center	lcastro@ecrmc.org
Schoonover	Lorena	HR Generalist	El Centro Regional Medical Center	lorena.schoonover@ecrmc.org
Ludewig	Robin	Hr	Ucla Health System	rludewig@mednet.ucla.edu
Ray	Jennifer	HR Director	South Bay Family Health Care	jray@sbclinic.org
Mitchell	Mary	Regional Sales Executive	MedImpact Healthcare Systems, Inc	mary.mitchell@medimpact.com
Grant	Michelle	People Services Specialist	Loma Linda University Medical Center	megrant@llu.edu
Rodgers	Bruce	Director Workforce Management	Salem Health	(503)561-4849
Jerue	Katie	Office Manager	Joy Zimmermann - Golden's Office	katiejerue1@gmail.com
Carson	Christine	Vice President Human Resources	St. Vincent Medical Center	christinecarson@dochs.org
O'Shea	Tara	Director Human Resources Operations	Cedars-Sinai Medical Center	osheatm@cshs.org

Last	First	Title	Location	Email
Pfeifer	Patricia	Physician Segment Group Ins.	The Hartford	patricia.pfeifer@thehartford.com
Neuvirth	Stephanie	Chief Human Resource Officer	City of Hope's Helford Clinical Research Hospital	sneuvirth@coh.org
Scarlata	Courtney	Recruiter	Ucla Health System	cscarlata@mednet.ucla.edu
Wright	Andy	Founder	Willbehired	andy@willbehired.com
Scherer	Stacey	Associate Hr Analyst	Natividad Medical Center	scherrers@natividad.com
Chiu	Jeffrey	Employment Manager	UCSF Medical Center	jeffsc_99@yahoo.com
Shackelford	Tracy	Human Resources Director	Real Property Services Corporation	tshackelford@rpscorp.com
Lathuillerie	Dexter	Business Development Specialist	LTC Financial Partners	dexter.lathuillerie@ltdcp.net
Welsh	Betty	Director of Human Resources	Warm Beach Senior Community	bwelsh@warmbeach.org
Morotti	Heather	Director of Human Resources	Capital Medical Center	heather.morotti@capellahealth.com
Castellanos	Anita	Human Resources Manager	Tri-Cities Community Health	acastellanos@tcc-health.org
Barnett	Carol	Chief Human Resources Officer	Fairbanks Memorial Hospital	carol.barnett@bannerhealth.com
Sherwood	Jennifer	HR Director	Norton Sound Regional Hospital	jsherwood@nshcorp.org
Walters	Trisha	Employee Relations Administrator	Norton Sound Regional Hospital	twalters@nshcorp.org
O'Keefe	Julie	Regional Area Manager	RightSourcing	julieokeefe@yahoo.com
Murphy	Maureen	VP, Human Resources	Vantage Oncology Inc	mmurphy@vantageoncology.com
Peters	Alisyn	Human Resources Manager	EyeHealth NW	alijpeters@gmail.com
Williams	Tari	Regional Director, Human Resources	Prime Healthcare	tawilliams@primehealthcare.com
Crane	Linda	Director, Healthcare Support S	Manpower	linda.crane@manpower.com
Candy	Kristin	Director, Human Resources	VNA & Hospice of Southern California	kcandy@vnasocal.org
Yates	Millie	Director of Human Resources	Bowers/Pacific Ambulance	milliey@bowersambulance.com
Randhawa	Harjit	Director, Human Resources	Desert Oasis Healthcare	harjitr@gmail.com
Gomez	Lynn		San Geronio Memorial Hospital	lgomez@sgmh.org
Bailey	Jodi	Human Resource Director	Odessa Memorial Healthcare Center	baileyjj@omhc.org
Poindexter	Valerie	Human Resources Manager	Hamakua Health Center, Inc.	vpindexter@hamakua-health.org