Workforce Focus of Fall Conference Keynote

Workforce strategies is the focus of the keynote address at Healthcare Council’s Annual Fall Conference. The event will be held on Friday, September 27, 2019, at the Pittsburgh Marriott North in Cranberry Township, Pennsylvania.

Dr. Ferri-Reed, is a sought-after speaker and thought leader on workforce, and the bestselling co-author of Keeping the Millennials: Why Companies are Losing Billions in Turnover to This Generation and What To Do About It, and her sequel, Millennials 2.0- Empowering Generation Y. She also provides executive consultation, facilitates planning and team building retreats, and is an in-demand speaker. She is regularly featured in the national media, including Industry Week, TIME, Diversity Executive, National Public Radio and Forbes.

Her clients include GlaxoSmithKline, MARC Advertising, DelMonte Foods, US Steel Corporation, and many other organizations.
The Conference also features Stefanie Pashman, the chief executive officer of the Allegheny Conference on Community Development and its affiliated organizations and Michael Draine, regional executive with the American Hospital Association.

Members can mark their calendars for the Fall Conference and look for more information in the near future. For more information contact Pat Raffaele.

ADA Update and Training

An in-depth training session on the Americans with Disabilities Act (ADA) will kick-off a special educational session for healthcare providers on addressing and overcoming barriers to healthcare for patients and clients with disabilities. The session is hosted by Healthcare Council in partnership with the FISA Foundation and will be held on May 31, 2019, from 9:30 a.m. until 2 p.m. at Healthcare Council's Jack C. Robinette Conference Center.

The program will begin with a two-hour training session conducted by experts from the Mid-Atlantic ADA Center. The training session will be conducted by Caleb Berkemeir, training specialist for the Center, and Rob Hodapp, a vocational rehabilitation specialist for Pennsylvania’s Office of Vocational Rehabilitation. The training will include information about ADA requirements applicable to healthcare entities, including non-discrimination requirements of the ADA and how to apply these requirements in specific healthcare cases.

The program will also include a moderated panel of self-advocates with disabilities discussing accessible healthcare. The program will conclude with a “best practice highlight” of the University of Pittsburgh Medical Center’s (UPMC) Resource Disability Center presented by Ashli Molinera, DSc, director of the Center, and Chaton Turner, Esq., senior associate counsel and senior director of Disabilities at UPMC.

The cost to attend the program is $35 for members and $50 for nonmembers. For more information about the program contact Jane Montgomery. To register, contact Toni Bresnahan.

CMS Proposes Changes to AWI in Proposed Rule

Healthcare Council is submitting a comment letter in support of the Centers for Medicare and Medicaid Services (CMS) Inpatient Perspective Payment System Proposed Rule for Fiscal Year 2020, specifically as it relates to the wage index provisions.
The proposed changes will help the region’s rural hospitals and will not have a negative impact on other hospitals in the region.

Healthcare Councils comment letter commends CMS for the decision to address the flawed area wage index (AWI) system and focus on “Rethinking Rural Health.” The proposed changes begin to create a more level playing field for small and rural hospitals. In the proposed rule, CMS used the Alabama Rural Wage Index as an example. The Alabama rural wage index has declined nearly 10 percent over the past 20 years. Like Alabama, the Pennsylvania rural wage index declined nearly 7 percent during that same period, despite rural hospitals continuing to provide annual salary increases.

In addition, Healthcare Council’s comment letter outlines an expectation for an opportunity to make similar adjustments for the Pittsburgh CBSA and others like it across the country.

Healthcare Council is requesting member CEOs of rural hospitals to submit a comment letter in support of the proposed rule, and specifically the proposed changes to the rural wage index. CEOs of member rural hospitals received a draft comment letter for their use. Members in the Pittsburgh Core-based Statistical Area (CBSA) will also receive a draft comment letter. The deadline to submit comments on the proposed rule is June 24, 2019.

For more information contact Denis Lukes. For assistance with a comment letter contact Pat Raffaele.

CEO Assistants Forum

Healthcare Council will host its 10th annual Chief Executive Officers (CEO) Assistants Forum on June 13, 2019, at Healthcare Council’s Jack C. Robinette Conference Center. The meeting begins with a welcome at 10:30 a.m.

Rosanne Saunders, managing principal at Consult HRCS LLC, will be the keynote speaker. Her presentation, Cultivating Resilience in Life and the C-Suite, will draw from her experience and the experiences of participants, in sharing proven approaches to thriving in a world that is uncertain. In addition, A.J. Harper, president of Healthcare Council, will provide an update.

The Forum will conclude with a networking lunch followed by a roundtable discussion.

For more information contact Judy Harrison.

Community Conversations- Save the Date
Workforce strategies is the topic of the next Community Conversations program, which will be held on August 23, 2019, at the Jack C. Robinette Conference Center.

Adam Suomala, vice president of Membership and Strategic Affiliations of LeadingAge Minnesota, will be the keynote speaker for the program. He will share major successes and lessons learned from workforce strategies implemented at LeadingAge Minnesota. LeadingAge Minnesota has a history of workforce programs, including establishing a Workforce Solution Council in 2007.

A full agenda and meeting registration information will be available in early June. For more information contact Jane Montgomery.

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**Healthcare Council Welcomes New Staff Member**

Toni Bresnahan, executive assistant, joined Healthcare Council in April 2019. She has more than 15 years of experience as an executive assistant in the healthcare field. She has also worked in supporting and personal assistant roles within the real estate, construction, and entrepreneurial fields.

She primarily supports Healthcare Council's Chief Relationship Officer and Chief Operating Officer. In addition, she provides assistance to the office of the President and the Conference Center Coordinator.

Toni can be reached by toni.bresnahan@hcwp.org or 724-772-7238.

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**Program on New Payment Model**

The third and final program on the new patient driven payment model (PDPM) for skilled nursing facilities will be held on June 26, 2019, at Healthcare Council’s Jack C. Robinette Conference Center from 9:30 a.m. until 11:30 a.m. The well-attended series of programs is offered by Healthcare Council in partnership with Arnett Carbis Toothman.

The series of programs concludes on June 26th with a review of physical therapy (PT), occupational therapy (OT), speech therapy (ST), a review of the Nurse
Training Act (NTA) and a review of RUG-IV.

The faculty for the program from Arnett Carbis Toothman includes **Ed Klik**, and **Kristopher S. Pattison**, RN, RAC-RT. Klik is a partner with the firm’s Health Care Services Team and Pattison has a wide-range of experience in long-term care.

The cost for the program is $25 for this session. For more information contact **Jane Montgomery**.

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**MWI Data Scrub**

Healthcare Council and participating acute care members are working with the firm BKD on the annual Medicare wage index (MWI) “data scrub,” which ultimately impacts the MWI for the Pittsburgh Core Based Statistical Area (CBSA) and other regional CBSAs.

Healthcare Council has conducted a “data scrub” since 2009 and since that time more than $120 million has been recovered for the Pittsburgh CBSA. The Johnstown CBSA and the Pennsylvania Rural CBSA have also benefited from the “data scrubs.”

The “data scrubs” for participating organizations will continue throughout the summer. For more information contact **Denis Lukes**.

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**Healthcare Council Announces New Business Partner: BlueOrange Compliance**

Healthcare Council welcomes **BlueOrange Compliance** a new business partner. The company, a long-time Allied Member of Healthcare Council, works across the continuum of care to provide practical and scalable solutions to simplify the complexities of HIPAA compliance and healthcare cybersecurity.

The company offers a customized approach tailored to meet specific business needs and regulatory requirements and assists healthcare organizations in building an environment that is cyber secure and HIPAA compliant by simplifying the process.

Besides HIPAA compliance, BlueOrange Compliance also offers assistance with audit readiness, including audits by the Office of Civil Rights and meaningful use...
audits. The company also provides a range of cyber security solutions including forensic analysis, internal and external vulnerability scans, penetration testing, phishing expeditions and also assisting in response to cyber attacks. BlueOrange Compliance also provides for staff members related to both HIPAA/HITECH solutions and cyber security solutions.

Healthcare Council offers members access to a select group of niche business partners to assist with operational effectiveness. Through the agreement members can receive preferred pricing.

A.J. Harper, president of Healthcare Council, will formally introduce BlueOrange Compliance to member chief executive officers through an email in the near future. In the meantime, for more information contact Pat Raffaele or Michael Freedman, client development executive for BlueOrange Compliance.

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**Health Literacy Training**

Healthcare Council offers health literacy training specifically focused on the basics of health insurance for community organizations, groups of individuals and other organizations throughout western Pennsylvania.

The program, offered free of charge, is designed as a “train the trainer” model, in which individuals go through the training and then train others in their communities. Hillary Holes, director of Health Equity for Healthcare Council, conducts the training either in person or online. The training is customized for specific audiences based on their needs and interests.

The training covers basic health insurance information such as the difference between Medicaid, Medicare and the marketplace. Participants in the training also learn about other resources such as who to contact with more questions about health insurance, where to find assistance with enrollment in insurance, and information on where to find healthcare, such as through free clinics or Federally Qualified Health Centers (FQHCs).

To schedule health literacy training focused on health insurance contact Hillary Holes.

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**HR Survey Update**

**Management Compensation Survey**

Final data collection for the Management Compensation Survey concludes by June 1, 2019. It is expected that the completed survey will be sent to members by the end of June. For more information contact Steve Forest or Pat Raffaele.
Benchmark Salary Survey
Data collection for the next Benchmark Salary Survey will begin in June 2019. The survey includes positions related to both acute and non-acute care and each participant receives an individual compa-ratio report. For more information about the survey contact Steve Forest or Pat Raffaele.

Physician Practice Survey
Data collection is continuing through June for the Physician Practice Survey. The survey will be released to members this summer. For more information contact Steve Forest or Pat Raffaele.

Collective Bargaining Survey
The Collective Bargaining Survey was sent to members in April 2019.

Labor Turnover Report
The Labor Turnover Report continues to be distributed to participating members each month. For more information or to participate contact Steve Forest or Pat Raffaele.

Upcoming Meetings

(All meetings will be held at Healthcare Council’s Jack C. Robinette Conference Center unless otherwise noted.)

Managed Care Committee
Payor and market-related topics will be the focus of the June 5th Managed Care Committee meeting. Other agenda items include a discussion on the Pennsylvania Rural Health Model; Medical Assistance (MA) Managed Long-Term Care; and Medicare, among other topics. The meeting will conclude with a roundtable discussion. For more information contact Denis Lukes or Jane Montgomery.

Human Resource Committee
The guest speaker for the June 6th HR Committee meeting is Joe Quinn, an attorney with the law firm Cozen O’Connor. He will provide a presentation and facilitate a discussion on equal pay and wage and hour issues and cases. The agenda also includes discussions on workforce and the Benchmark Survey. The meeting will conclude with a roundtable discussion and lunch. Human resource executives from long-term care and non-acute members will meet following lunch. For more information contact Pat Raffaele.

Chief Nursing Officers Committee
Sharon Powell-Laney, director of the Rapha School, a school that provides practical nurse (PN) education, will be the guest speaker at the June 7th CNO meeting. She will discuss the scope of practice for licensed practical nurses (LPNs). Care transitions will also be discussed with a focus on the Patient Driven Payment Model (PDPM) and Medicare Spending Per Beneficiary (MSPB). Denise Wolbert, director of Quality at Baptist Hospital, will also present.

Note: All meetings will be held at Healthcare Council’s Jack C. Robinette Conference Center unless otherwise noted.
Homes, will give a broad overview of the MSPB payment model. The meeting will conclude with a roundtable discussion. For more information contact Jane Montgomery.

**Chief Operating Officers Committee**
Change management will be the key topic of the June 14th COO Committee meeting. Stephanie Dorwart, president of Altius Healthcare Consulting Group and Mike Evans, managing principal of Revenue Cycle Solutions, will provide a presentation and facilitate a discussion on all aspects of change management for healthcare organizations. Other agenda items include an update from Healthcare Council’s President A.J. Harper and an update from Mike Reid, vice president of Construction, Capital and Facilities, for Intalere. The meeting will conclude with a roundtable discussion. For more information contact Pat Raffaele.

**Compliance Committee**
The focus of the July 19th Compliance Committee meeting will be a comprehensive update from Novitas Solutions, Inc. Diane Hess, CPC, and Ashley Snyder, education specialists of Outreach and Education, from Novitas Solutions Inc., will provide the update and respond to questions. The Committee will also discuss audits and the HCCA Pittsburgh Regional Conference. The meeting will conclude with a roundtable discussion. For more information contact Pat Raffaele.

**AR Committee**
The AR Committee will be held on July 24th. Meeting details will be sent to members in June. For more information contact Denis Lukes.

**Chief Financial Officers Committee**
The CFO Committee will meet on August 2nd. Meeting details will be sent to members in July. For more information contact Denis Lukes.

**New Allied Member**
Healthcare Council welcomes the following new Allied Member:

Bayer Healthcare Pharmaceuticals Inc. recently joined Healthcare Council as an Allied Member. The global company focuses on researching, developing and marketing specialty-focused innovative medicines primarily in the therapeutic areas of cardiology, oncology, gynecology, hematology and ophthalmology. For more information contact Eric Wente, regional account executive, Market Access (US), for Bayer Healthcare Pharmaceuticals Inc. at 724/825-0027. More information is available on the website.

**Other Programs of Interest**

**Technology Innovation Focus on ACHE Program**
Technology innovation is the focus of the June 6th education program of the western Pennsylvania chapter of the American College of Healthcare Executives (ACHE).

The program, titled *Technology Innovation: Changing the Face of Healthcare Delivery*, features panelists Mike Valli, vice president, relationship executive, Optum; Ashely Blankette, director of Innovation for Highmark Health; and Chris Boyes, data solutions specialist, for Clarabyte. Jim Jorden, chief executive officer of Pittsburgh Life Sciences Greenhouse, will moderate the discussion.

The event will be held from 5 p.m. until 7:30 p.m. at the Pittsburgh Life Sciences Greenhouse, located at 2425 Sydney Street in Pittsburgh. The cost to attend the program ranges from $8 to $25. For more information visit the [website](#).

**Pittsburgh Regional Health Care Compliance Association Conference**

The Pittsburgh Regional Healthcare Care Compliance Association (HCCA) Conference will be held on Friday, October 4th from 7 a.m. until 4:45 p.m. at the Regional Learning Alliance Conference Center in Cranberry Township, Pennsylvania.

The day-long conference opens with a presentation from Assistant United States Attorney Robert Cessar, Esq. on *A USAO Perspective: The Compliance and Legal Climate for Healthcare in 2019*. The program also includes presentations on compliant compensation arrangements; pay for performance; conflicts of interest and compliance in the post-acute world.


The cost to attend the program is $220 for HCCA members and $270 for non-members. For more information or to register visit the [website](#).