



HASC Briefs

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HASC Successfully Launches the Health Benefits and Wellness Program

HASC's Health Benefits and Wellness Program (HBWP) began its inaugural year on January 1, 2014 with more than 12,000 covered employees and 25,000 total lives from 22 hospitals.

HASC developed HBWP, with the assistance of Anthem and Keenan, to help hospitals reduce the amount of money they spend on health care benefits for their employees through fully insured or self-insured products. Another objective of HBWP is to coordinate and advance care management and employee wellness programs.

First year members include: Prime Healthcare Services (9 hospitals); Integrated Healthcare Holdings, Inc. (IHHI) (4 hospitals); Avanti Hospitals LLC (4 hospitals); Henry Mayo Newhall Memorial Hospital; Antelope Valley Hospital; Ridgecrest Regional Hospital; Torrance Memorial Medical Center; and Eisenhower Medical Center.

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CHPAC Establishes 2014 Fundraising Goals and Campaign

The CHPAC statewide goal for 2014 is to raise an ambitious \$1,100,000. Our HASC goal has increased by more than \$60,000 as a result. We need everyone's support to make this happen. 2013 was a challenging year for fundraising – seeing record lows in hospital contributions throughout the HASC region. Your contribution and hospital campaign make a difference!

Here is how you can help:

- The CHPAC Diamond Club level of \$1,500 is recommended for all board members, with contributions at the President's Club level of \$1,250 for members of your senior staff, board and trustees.
- In addition to making your personal contribution, please appoint a Hospital Campaign Coordinator. We will take responsibility for training your appointee and for supplying all the collateral material for the campaign. With your support, the Coordinator can then conduct leadership campaigns (among hospital managers, board members, physicians, for-profit subsidiar-

ies, and vendors) at the facilities you oversee.

- Please plan to attend CHPAC events throughout year and bring interested board members and/or executive staff. Vendors generously sponsor these events so that they can get to know you better, and our CEOs find good networking time with their colleagues at these events. The next President's Club event is a lunch reception at the Jonathan Club, immediately following the HASC Board meeting on March 12, 2014.
- Referring a valued business partner or vendor into CHPAC as member of our prestigious Corporate President's Club counts toward your hospital goal – see Jennifer Bayer for details.

Thank you for your hard work, commitment and generosity. Good luck with your campaigns in 2014.

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2013 Wage Index Improvement Program Benefits Hospitals by Approximately \$51 Million

Working with HASC, HFS Consultants (HFS) reports that the estimated Wage Index Improvement Program (WIIP) benefit to California hospitals is approximately \$51 million. This benefit is a result of the 2013 WIIP focused on the rural California wage index (rural floor) and pertains to the 166 PPS hospitals that are likely to receive the rural floor in Federal Fiscal Year (FFY) 2015.

In working together with the nine rural

hospitals, HFS identified Average Hourly Wage (AHW) findings increasing the rural California AHW by 61 cents. These findings are net of revisions that increase and decrease the AHW.

HFS recommends that all California hospitals continue to correctly report their AHW information to maintain the ability to receive the most accurate wage index in future years. Moreover,

accurate wage index reporting will prepare the hospitals for pending legislative changes to a Commuting Based Wage Index, which may reimburse the hospitals using a hospital-specific wage index. Legislative changes are not expected to affect the wage index for a few years; however it is recommended that hospitals are prepared for this potential transition.

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LEAD Academy Session 2 Begins Feb. 21

Learn to develop your own skills, support the development of others, and manage and develop a successful organization by attending the Session 2 of the LEAD Academy, beginning Feb. 21, 2014. LEAD Academy sessions provide a safe environment, in small, interactive groups, to practice newly learned skills and align work goals and actions to support the broader vision of the organization.

Session 2 Areas of Focus:

Leadership Communication Best Practices

- List the three elements that comprise effective communication
- Describe specific tools and behaviors

to enhance leadership communication

- Apply communication tools with different people in different situations
- Adapt your communication style to meet the needs of your employees
- Deliver messages you don't understand or agree with, or think are just plain crazy

Coaching Employees to Higher Performance

- Define performance goals based on the needs of the employee and the organization
- Explain how various coaching ap-

proaches are different

- Demonstrate which coaching approach is best suited to support individual employee success
- Set up and facilitate a coaching meeting for maximum success
- Increase employee performance as a result of focused feedback

The program takes place at USC Verdugo Hills Hospital, Glendale.

For full 2014 curriculum and registration information, please visit <http://www.hasc.org/education-event/lead-academy-los-angeles-3>.

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Early Bird Registration for HASC Annual Meeting Ends Jan. 31

Take advantage now of early bird registration rates for the 2014 HASC Annual Meeting, April 2-4 at the La Quinta Resort & Club. For complete meeting information, including registration, visit <http://www.hasc.org/2014-HASC-Annual-Meeting>.

Nationally recognized keynote speakers for the 2014 event include:

General Sessions

- Senator Olympia Snowe: *Fighting for Common Ground*
- Quint Studer: *A Culture of High Performance*
- Ron Galloway: *The Data-Driven Hospital: How Artificial Intelligence, Genomics and Predictive Medicine Will Change Your Organization*
- C. Duane Dauner: *Public Policy Outlook for California*
- J.R. Martinez: *Resilience, Optimism and Facing Adversity*

Breakout Sessions

- C.R. "Bob" Hudson, CFO, Henry Mayo Newhall Memori-

al Hospital; Anne McCloud, MPH, Senior VP, Health Policy, California Hospital Association: *Retiring the Charge Master and Starting Over*

- Eric Klein, Partner and Lead of Health Care Division, Sheppard Mullin: *Where Health Care is Really Going: Thoughts on Strategy, M & A and Survival in California*
- Julie Morath, President & CEO, Hospital Quality Institute (HQI): *Helping California Hospitals Lead the Nation in Quality and Patient Safety*
- Barry Arbuckle, President & CEO, MemorialCare; Bill Gil, CEO, Facey Medical Foundation; Krista Bowers, Managing Director, BDC Advisors: *Think Like a Health Plan—How Hospitals Can Learn to Take Risk*
- Scott Weingarten, MD, MPH, Senior VP & Chief Transformational Officer, Cedars-Sinai Medical Center: *Building Systems for Most Appropriate Care*

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