

## Bundled Payments: A Meaningful and Middle-Ground Solution

**By Barbara Letts**  
Senior Manager  
Moss Adams LLP



**By Paul Holden**  
Senior Manager  
Moss Adams LLP



As part of its effort to contain rising health care costs, the government is trying to lessen the wide variance in Medicare spending among hospitals. According to *Kaiser Health News*, some researchers believe these spending discrepancies represent excess medical services and account for as much as a third of the \$2.6 trillion in total US health care outlays.

The government hopes bundled payments—a lump sum paid, either

prospectively or retrospectively, for a specific set of medical services defined by an episode of care—will increase operational efficiencies and bring health care costs down through standard care protocols, greater coordination, and shared accountability.

In a sense, bundled payments made prospectively are similar to quasi-capitation, because hospitals and physicians are forced to consider and manage the cost of

treatment for a specific procedure. Put another way, the doctors and hospitals assume the financial risks for an episode of care, not the payer.

That said, selective bundled payments offer a middle-ground between fee-for-service reimbursement and full capitation. And for provider organizations transforming themselves into accountable care organizations (ACOs), bundled payments could also be an internal means of aligning incentives with physicians under a global payment system. They can also help providers boost operating margins by negotiating better prices for high-cost devices

Please see> **Bundled, Page 2**

### Inside This Issue

<b>Bundled Payments: A Meaningful and Middle-Ground Solution</b>	<b>1</b>
<b>Letter from the Publisher</b>	<b>2</b>
<b>Career Opportunities</b>	<b>4</b>

## Publisher and Editor

David Peel

## Managing Director

Elizabeth Peel

## Contributing Editor

Nora Haile

## Advertising

David Peel

## Contact Information

Phone: 425-577-1334

Fax: 425-242-0452

E-mail:

[dpeel@healthcarenewssite.com](mailto:dpeel@healthcarenewssite.com)

Web: [cahcnews.com](http://cahcnews.com)

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## LETTERS TO THE EDITOR

If you have questions or suggestions regarding the News and its contents, please reply to [dpeel@healthcarenewssite.com](mailto:dpeel@healthcarenewssite.com).

## < Bundled, from page 1

and driving more efficient care coordination.

A number of organizations have already launched bundled payment initiatives. The Integrated Healthcare Association (IHA) in California, for instance, is implementing a pilot program to test the feasibility of bundling payments for selected inpatient surgical procedures to hospitals, surgeons, consulting physicians, and ancillary providers.

Several months ago BlueCross BlueShield announced that it had reached bundled payment agreements with Vanderbilt University Hospital and three Nashville, Tennessee-area orthopedic groups. The agreements establish a single payment for total knee and hip replacements, including aftercare and rehabilitation.

## Letter from the Publisher and Editor



Dear Reader,

All California Healthcare News readers receive an email when our web site content changes. In addition, about one in six readers receive our print edition. With the exception of advertising, the print edition content mirrors the home page of our web site.

While many publications have moved to an online only format, we've maintained both print and online publications because many of our readers prefer the portability and ease of reading on paper. However, due to the recent availability of reasonably priced WIFI tablets and the high publication and distribution costs of our print edition, we are moving to an all-digital format in December 2012 and will stop publishing our print version.

This article describes why we are making this change and how it could affect print edition recipients.

### Changing Business Models

The publishing industry has changed as the internet has become ubiquitous. However, many publishers remain trapped in print only business models. Most have an online presence, generally a web site, but haven't figured out how to make it work financially. They see print edition subscribers decrease each month and hope fee increases will help maintain revenues. In the health insurance industry, this is called a death spiral, and we'll see more print publishers cease business this decade.

Two major publications, the Wall Street Journal and the New York Times, now offer credible online alternatives to their print editions. However, they ask prices only marginally less than their print editions. Customers will pay for high quality online content but it must be substantially less than print, in my view at least 50% less.

The California Healthcare News has always provided all online content for free. There is no login requirement. We have offered digital only job postings for many years and have become a leader in our niche. We will now offer digital advertising for consultants and vendors to the health care industry and expect to lead this niche as well. Our digital advertising is about 50% less than what was charged for comparable print advertising.

### New Technology

The popularity of the Apple iPad has made the transition to digital only publication difficult for many print publishers. The iPad doesn't recognize Adobe Flash and many publishers use this technology to animate images and, in particular, animate advertising images.

Our web site uses HTML5 technologies to animate images. The iPad recognizes this technology as do all of the iPad competitors. In addition, you don't need to install an application (app) to view California Healthcare News content; just visit the site on a tablet at [www.cahcnews.com](http://www.cahcnews.com). HTML5 technologies allow the California Healthcare News to make a seamless transition to digital only publishing.

### Moving Forward

Our combined print and online business model has worked well in the past. The California Healthcare News has had significant revenue growth and profitability each year. However, the time to make big changes is when you have the ability to make them rather than when they are thrust upon you.

If you are a hard copy recipient of the California Healthcare News, and want a similar reader experience, check out the new tablets. Two currently sold at Costco range from \$200 to \$380, respectively, and each provide a high quality reader experience.

We appreciate the support you've given us in the past and hope you continue to support us in the future.

*David Peel, Publisher*

Finally, the Cleveland Clinic and home-improvement retailer Lowe's have an innovative health care agreement in which doctors at Cleveland perform heart surgeries on Lowe's employees for a bundled payment. The clinic is reportedly discussing a similar agreement with defense contractor Boeing.

Yet despite their promise and potential, bundled payments present challenges. For example, there's a need to define and track a health care episode in order to bundle payments for it. Accurate data is essential to establish baseline costs, set pricing for the bundle, and track ongoing cost savings.

And numerous and detailed quality measures must be developed for specific episodes of care.

In addition, strong IT support that focuses on data transparency is critical, as is physician consensus around the treatment protocols. Doctors are key to the success of any bundled payment initiative because they make the decisions that affect the costs of care and the efforts to redesign care delivery.

Lastly, health care organizations understand that there have to be clearly defined, and reimbursed, post-discharge responsibilities. During the post-discharge period, patients are no longer under the constant management of their attending physician and may develop conditions, and seek treatment for those conditions, outside the control of the physicians who were responsible for their inpatient care. Nonetheless, the costs of these post-discharge services are often charged against the bundled payment.

To address these challenges, organizations interested in embracing bundled payments must start out by conducting a readiness assessment that includes people, governance, infrastructure, quality, finance, capacity, and IT. The key questions here are: Is there room for improvement, and where? And can the organization act as a third-party administrator to track and distribute payments?

If the organization is ready to implement bundled payments, it has to be patient. It will probably take six months to a year to get up to speed. During this period a multidisciplinary work group

needs to establish parameters that include episode definition, quality measures, and pricing. It also needs to formulate a strategy that encompasses standards of care, cost reduction, gain-sharing opportunities, and appropriate compliance measures. Once the initiative has been implemented, the organization must also continually reassess and audit to make sure the bundled payment program is generating maximum

efficiency and full cost savings.

In the end, it's clear that bundled payments can be complicated; but it's also true that for many providers this model offers a meaningful step toward the future of health care.

*Barbara Letts and Paul Holden are members of the National Health Care Consulting Practice at Moss Adams: [www.mossadams.com/healthcare](http://www.mossadams.com/healthcare).*



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## Memorial Hospital of Gardena

### Registered Nurse Manager of Perioperative Services (Gardena, CA)

#### Job Description

Computer skills (eg, Microsoft PowerPoint, Word, basic Excel), Working knowledge of Surgery Scheduling systems. Responsible and accountable for coordinating and supervising the nursing care provided to patients having operative or other invasive procedures on a daily basis. Supports the mission, vision, and values of the organization. Assumes the responsibility of The Director's role in her/his absence.

#### Required Qualifications

Must have current California RN License. BCLS, ACLS, 3-4 years of progressive management.

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## Director of Health Management and Quality (Poway, CA)

Manage the general operation of the Performance Improvement, Care Management and Utilization Management Departments; develop and implements strategies, initiatives and projects for 1) improving performance on a wide variety of clinical quality metrics, including Pay For Performance and the CMS Star Ratings program; 2) improving the clinical efficiency of services rendered to AHP managed care populations; 3) improving AHP's revenue stream related to risk share, performance incentives and risk-adjusted capitation; 4) enhancing the image of AHP through its establishment as a value organization; and 5) oversight of all Clinical Research at AHP.

#### Qualifications

**Experience:** Ten years' experience in a healthcare setting including administrative and managerial responsibility.

**Education/Training:** Equivalent to a bachelor's degree from an accredited college or university with major coursework in health care or business administration or a related field.

**License and/or Certificate:** Unrestricted California Nursing License

To learn more and apply visit [www.archhealth.org](http://www.archhealth.org)



## Public Health Medical Director (San Bernardino, CA)

The Department of Public Health offers an exciting opportunity for a challenging career as a Public Health Medical Director. The Public Health Medical Director will plan, organize, direct, and coordinate medical services provided by the Department of Public Health. This position is in the Unclassified Service and serves at the pleasure of the appointing authority.

#### Desired Qualifications:

**Licenses and Certifications:** Must be a licensed physician in the State of California and Board Certified in Family Practice, Primary Care, Internal Medicine, Obstetrics and Gynecology, or Pediatrics.

**Experience:** Three (3) years of post-residency experience in a Primary Care specialty.

The ideal candidate will possess excellent written and verbal communication skills and thorough knowledge of the principles and practices of modern medicine particularly in a Public Health setting; current techniques, procedures, and equipment applicable to the specialized medical field of Public Health; health care management practices and principles including revenue retrieval; and development of medical policies, procedures, and protocols.

To be considered for this exciting career opportunity, please submit a completed County application or detailed resume. The selection process will consist of a competitive evaluation of qualifications. Candidates who demonstrate exceptional qualifications will be referred to the appointing authority for a selection interview. Applications will be accepted until a sufficient number of qualified applications have been received; interested candidates should apply as soon as possible.

Applicants are encouraged to apply online at:

[www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)

Detailed resumes may be emailed to:

[ExecRecruit@hr.sbcounty.gov](mailto:ExecRecruit@hr.sbcounty.gov)



## Director of Revenue Improvement (Oakland, CA)

In this unique role, you will have the challenging and rewarding experience of serving as the strategic revenue improvement leader who is capable of providing detailed analysis of our existing processes to develop comprehensive written workflows and guidelines to help centralize and standardize our billing function. You will also develop and monitor written action plans and progress reports as a result of performance deviations from revenue goals and trends. Serving as an expert, hands-on user and trainer of the practice management system, you will help configure and tailor the various modules within the NextGen practice management system to maximize its efficiencies. You will partner closely with the Chief Financial Officer and Chief Operating Officer to identify best practices and process improvement initiatives and analyze data to implement current and future strategies for the entire revenue cycle management process for the overall health of the organization's revenues. You will lead efforts to diagnose and resolve underlying root-cause issues related to outstanding revenue collections problems. Your prior experience in a healthcare billing management role will be important as you develop the capabilities of your team of supervisors and support staff that provide day to day management of our revenue cycle, including billing, cash posting, follow-up, collections, payer analysis, credit balance resolution, compliance and providing staff training. Detailed and thorough financial reports and metrics will be expected on a daily, weekly, and monthly basis that will require initiative and proactive communications, both written and verbal, with practice managers to ensure customer satisfaction for internal stakeholders as well as patients. Your effectiveness as a Revenue Improvement leader will be measured by your ability to work effectively through others, to align people and strategy, and demonstrate sound judgment when tough decisions are necessary. Come and make La Clínica the place where you can make a difference.

**Requirements:** Bachelor's degree in Accounting, Finance, Business Administration, or Health Care related field. MBA/MPA preferred. Certified Coder Certificate is strongly desired. Minimum of 7-10 years' experience in a managed healthcare industry or with third party payer plans with at least 5 years of progressively responsible management experience. Extensive knowledge of all facets of revenue cycle management. In-depth knowledge of Medicare billing/coding rules and regulations, especially as they related to our Federally Qualified Health Center status. Experience in the analysis and design of physician practice management systems and patient accounting systems. Experience creating, justifying and managing a budget based on generally accepted accounting principles as applied to billing and collections of medical patient accounts. Strong managerial skills – direct supervision of staff including hiring, development, coaching, and performance managements. Proven ability to build and maintain strong relationships across functional areas. Track record of success in leading and building high functioning teams. Strong customer focus and results orientation. Expertise in MS Office Suite and practice management systems (NextGen preferred). Must have ability to utilize Excel to create, modify and analyze budgets and other quantitative data. Ability to establish and monitor performance and productivity standards. Ability to analyze business requirements, effectively articulate and present financial information in writing, and implement solutions in practice. Effective presentation capabilities with multiple stakeholder groups. Ability to plan, organize, and document policies and work flow methods for the improvement of the work unit.

To learn more and apply contact [cwong@lacinica.org](mailto:cwong@lacinica.org)



## RN Leadership Opportunities (Los Angeles & Orange County, CA)

#### THE ALTAMED STORY

With over 40 years of growth and achievement, **AltaMed** is Southern California's leading nonprofit health care system delivering integrated primary care services, senior care programs, and health and human services for the entire family. Starting in 1970 with just one small clinic in East Los Angeles, today **AltaMed's** team of multicultural and bilingual physicians and health care professionals now deliver superior quality care through an integrated delivery system of over 40 accredited sites in Los Angeles and Orange Counties.

#### WHAT WE'RE LOOKING FOR

Currently we are seeking dynamic RN's for the following leadership opportunities:

- **RN Nursing Manager, Hollywood Presbyterian Clinic**
- **RN Case Manager, Care Coordination Team (PACE - Lynwood & Huntington)**
- **RN Case Manager (Los Angeles, Orange County & Commerce)**

#### WHY ALTAMED?

Join **AltaMed** and watch your career take flight! As an employer-of-choice, we're proud to offer extensive opportunities for professional development, as well as competitive salaries and excellent benefits. **AltaMed** team members enjoy medical, dental, and vision plans, a retirement plan with matching employer contributions, tuition reimbursement, continuing education programs and much more. We invite you to join us in making a difference in our community and in the lives of others. If you want a career that matters, you want **AltaMed**. EOE

#### HOW TO APPLY?

Apply now at <http://AltaMed.org>



## Manager, Diagnostic Imaging (Oakland, CA)

Responsible for directing and managing of the non-physician technical activities, general operations, and staffing of the Diagnostic Imaging Department, which includes: CT scan, diagnostic radiology, ultrasound, and MRI. The Diagnostic Imaging Manager maximizes the use of available resources to reflect the standards of patient care and productivity. This position is directly responsible for: coordination and supervision of the technical staff, meeting the needs of the pediatric patient in a cost-effective manner, assisting the Director to ensure departmental functions are within budget and are in compliance with hospital policies and regulatory agencies, and maintaining effective relationships with referring departments, offices, and physicians.

Must be able to work 40-50 hours per week with the ability to provide on-call support to staff on a 24-hour basis. Position Requirements:

**Education:** Graduate of AMA-accredited School of Diagnostic Radiologic Technology. Bachelor's Degree preferred.

**Licensure/Certification:** Certification from the State of California as a Radiologic Technologist (CRT). ARRT required. Evidence of continuing education in the Science of Radiologic Technology and in the field of Radiology Management. BLS required.

**Experience:** Minimum 3-5 years' experience as a Radiology supervisor or coordinator at a full-service hospital.

**Skills/Activities:** Excellent leadership and interpersonal skills. Effective verbal and written skills. CQI Team experience. Proficiency with computer systems and PACs.

To learn more and apply visit:

[www.childrenshospitaloakland.org](http://www.childrenshospitaloakland.org)

# Career Opportunities

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## Psychiatric Nurse

(Del Mar, CA)

Casa Palmera, a free-standing treatment facility, has an immediate opening for a Psychiatric Nurse to deliver comprehensive behavioral medicine care in collaboration with other health care professionals for patients suffering from behavioral health disorders. Treatment services employ an integrative approach combining holistic with traditional medical and cognitive behavioral techniques for individuals suffering from Chemical Dependency, Emotional Trauma and Eating Disorders.

### Requirements:

Degree: Minimum -- LVN, RN with 1 year experience in Behavioral Medicine. Preferred -- BSN or Master's degree in health-related field and Clinical Nurse Specialty in Psychiatric Nursing.

Experience: Minimum -- 1 year psychiatric nursing experience. Preferred -- 2 to 3 experience in behavioral medicine.

Licenses/certifications: Valid California LVN or RN License, Valid BLS Certification

Knowledge of: Laws and regulations pertaining to psychiatric nursing; the various methods, techniques, and procedures used in a behavioral medicine setting. The uses and effects of psychotropic and pain management drugs, including narcotics. Patient safety practices and facility security. Symptoms and behavior patterns of emotionally disturbed and mentally ill patients. Performance Improvement and Risk Management principles. Theories, principles, and techniques of group, family, and individual psychotherapy.

Skills: Effective written, oral and computer skills, including presentations. Strong interpersonal skills. Project and time management skills. Program/service development. Involvement in professional societies.

SHIFTS: 07:00 -- 15:30, 15:00 -- 23:30, 23:00 -- 07:30

Please submit resume and cover letter stating available day(s) and shift(s) to [careers@casapalmera.com](mailto:careers@casapalmera.com)



## Quality Measurement Specialist

(Santa Barbara, CA)

CenCal Health is a health care administrator who provides comprehensive health care coverage to the residents of the Santa Barbara and San Luis Obispo Counties who qualify for one of several publicly-sponsored health programs. We currently have the following job opening:

### Quality Measurement Specialist

Assists with the creation and maintenance of administrative databases, ongoing measurement of key performance indicators; coordination of the HEDIS project; updating company dashboard HEDIS indicators and HEDIS related measurements included within monthly reports; performing measurements of under and over utilization monitoring. Please apply at <https://home.eease.adp.com/recruit/?id=2199451>.

For a more detailed description of the positions, please visit our website at <http://www.cencalhealth.org/careers/openings.html>.

We offer competitive salaries and a great benefits package. EOE



## Family Medicine Physician

(East Palo Alto CA)

Ravenswood Family Health Center is a Federally Qualified Health Center (FQHC) located in East Palo Alto, CA, that provides over 50,000 medical, behavioral health and dental visits/year. We are looking for a Family Medicine Physician to join our team. We offer a competitive salary, benefits and no hospital call.

### Essential Duties:

- Provide quality care to all patients
- Participate in quality improvement and prevention activities
- Supervise, provide leadership, guidance and direction to mid-level practitioners, nurses, MA and support staff

### Requirements:

- Board Certification or eligibility required
- Experience in a non-profit, community clinic or FQHC setting strongly preferred
- Fluency in Spanish strongly preferred

Submit CV to [resumes@ravenswoodfhc.org](mailto:resumes@ravenswoodfhc.org) or mail to: Human Resources, Ravenswood Family Health Center, 1798a Bay Road, East Palo Alto, CA 94303. FAX: 650.321.8576 EOE

## Karuk Tribe

### Medical Director/Clinic Physician

(Happy Camp, CA)

The Medical Director provides medical and administrative direction to the entire medical program of the Karuk Tribal Health and Human Services Program and may be required to review contracts to offer professional advice. The director is responsible for developing effective and consistent protocols, procedures and policies pertaining to the medical functions of the clinic. The director is responsible for maintaining the highest standards of care at the Karuk Tribal Health and Human Services Clinics.

The director assists in the coordination and monitoring of all organizational wide performance improvement activities and shall serve as a member of the Accreditation Continuous Quality Improvement Committee (ACQI). The director shall supervise laboratory testing to comply with CLIA regulations. The director shall be required to attend Health Board meetings as necessary to provide reports. The Medical Director shall be responsible for providing primary health care to clinic patients.

**Requirements:** Must be a graduate of an Accredited School of Medicine and have completed training internship and residency as required for California Licensure. Must be licensed by the State of California Medical Board with preference given to physicians Board certified in Family Practice and/or Internal Medicine or having suitable equivalent work experience. A minimum of 10 years experience supervising physicians and other health care staff preferred. Must possess current DEA registration for prescribing narcotics.

To see additional requirements and obtain an application visit [www.karuk.us](http://www.karuk.us).

If you are interested in applying for this position, please submit a completed Employment Application along with your resume to Tamara Barnett in one of the following forms:

**Mail:** Tamara Barnett, Human Resources Manager, PO Box 1016, Happy Camp, CA 96039-1016.

**In Person:** 64236 Second Avenue, Happy Camp, CA.

**Fax:** (530) 493-1611

**Email:** [tbarnett@karuk.us](mailto:tbarnett@karuk.us)



## RN Case Manager

(Poway, CA)

The RN Case Manager will be responsible for the on-site and telephonic coordination of care for hospitalized HMO patients. The RN Case Manager works closely with the physician, hospital, and outpatient service providers in coordinating care for Arch's managed care populations.

**REQUIREMENTS:** Knowledgeable regarding current Medicare and health plan regulations. Requires 2 years experience, current CA RN license, and CPR certification. Strong clinical (ICU, ER, Urgent Care) background preferred as well as Case Management certification. A valid California driver's license is required.

To learn more and apply visit [www.archhealth.org](http://www.archhealth.org)



## Memorial Hospital of Gardena

### Director – Critical Care Services / Telemetry

(Gardena, CA)

### Job Description

A Registered Nurse who has 24-hour responsibility for the clinical and administrative management of the Emergency Department, responsible and accountable for providing direct age specific patient care to assigned patients or managing a team during an established shift. The Director follows the nursing process in the delivery of patient care. The Staff Nurse is responsible for the coordination of the team approach to patient care. The Director provides clinical leadership for other nursing staff as assigned and performs related duties required. Supervises RN's, LVN's, CNA's, Unit Secretary, and other personnel involved in the delivery of patient care.

To learn more and apply visit:

<http://www.mhglax.com/careers>

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## Revenue Cycle Director (Poway, CA)

Manages the overall policies, objectives and initiative of the organization's revenue cycle activities. Reviews, designs and implement processes surrounding pricing, billing, third party payer relationships, collections and other financial analyses to ensure that clinical revenue cycle is effective and properly utilized.

### Qualifications

**Experience:** Five years of experience in a healthcare setting as a revenue cycle professional—prefer NextGen experience.

**Education/Training:** Bachelor's degree, or equivalent, from an accredited college or university with major coursework in business administration, healthcare administration or a related field. Master's degree preferred.

**License and/or Certificate:** Applicable revenue cycle, coding and/or healthcare administration License or Designation

To learn more and apply visit [www.archhealth.org](http://www.archhealth.org)



## Project Director—CMS Health Care Innovation

(East Palo Alto CA)

**SUMMARY:** The Project Director will be responsible for managing the planning and implementation of a large-scale quality improvement project at Ravenswood Family Health Center; working to ensure that goals and deliverables are met on time and on budget. The Project Director will collaborate with the project's steering committee and subcommittees, and will coordinate the integration of our partners and sub-grantee organizations into the project. Because the project is funded by a CMS Health Care Innovation Award and has strict requirements related to evaluation, the Project Director will have a substantial role in supporting RFHC in meeting the project's evaluation requirements.

**QUALIFICATIONS:** Master's Degree in Public Health or related field and 5 years of experience in a Health care Program Mgmt role required. Experience in managing multi-agency collaborations and in health care delivery systems operations strongly preferred. Demonstrated knowledge of concepts of health care delivery cost containment and managing high risk, high cost and high frequency patient populations.

Submit CV to [resumes@ravenswoodfhc.org](mailto:resumes@ravenswoodfhc.org) or mail to: Human Resources, Ravenswood Family Health Center, 1798a Bay Road, East Palo Alto, CA 94303. FAX: 650.321.8576 EOE



## East Los Angeles Doctors Hospital

### Registered Nurse L&D (East Los Angeles, CA)

#### Job Description

Responsible and accountable for providing direct age specific patient care to assigned patients or managing the team providing patient care.

Must have current California RN license. Must possess current BLS, ACLS, NRP Fetal Monitoring Certificate. Requires at least two (2) years prior RN experience in an acute care hospital. BSN preferred. Requires at least two (2) years prior RN experience in an acute care hospital.. BSN preferred.

To learn more and apply visit:

<http://www.elalax.com/careers>



## Psychiatrist (San Diego, CA)

Psychiatric Centers at San Diego (PCSD), the largest behavioral health group practice in the Western United States with 32 Psychiatrists, eight Nurse Practitioners, 65 Therapists, and 10 offices throughout San Diego County, is **seeking a Psychiatrist to work in the San Diego County Detention Facility, 32 hours a week, providing psychiatric services to inmates.** PCSD has practiced in San Diego County since 1972, and has enjoyed a reputation for its state of the art treatment and quality of care. If you are eager and ready to join a cutting edge psychiatric medical group with many challenging opportunities, please contact Kristi Romero at [kromero@psychiatriccenters.com](mailto:kromero@psychiatriccenters.com), or (619) 528-4600 x6403; (619) 528-4625 (Fax).



## Assistant Nurse Director, ICU/CCU/CVICU (Monterey, CA)

Community Hospital of the Monterey Peninsula is a nonprofit healthcare provider with 205 staffed acute-care hospital beds and 28 skilled-nursing beds, delivering a continuum of care from birth to end of life, and every stage in between. We are a leader in healthcare career opportunities on the Central Coast of California.

We are currently seeking an experienced ICU/CCU/CVICU RN who has been a proven leader or is interested in a growth opportunity. The Assistant Nursing Director will be responsible for both direct patient care and administrative service and will provide leadership to the critical care team. Responsibilities include the role of Charge RN and direct patient care, mentoring, performance management, and staffing. In addition, (s)he will implement new protocols and evidence based practice, data acquisition and oversight of exceptional direct patient care.

The Assistant Nursing Director, ICU/CCU/CVICU must be a graduate of an accredited School of Nursing or equivalent and currently licensed to practice in the State of California. The ideal candidate will have at least three years of clinical experience in an ICU/CCU/CVICU setting. Must have current BLS and ACLS certifications. At least 2 years of Charge nurse experience with demonstrated expertise in high acuity ICU, CCU, CVICU patient population is also required. Previous experience as an Assistant Nursing Director and leadership or a supervisory role is preferred. Strong organizational, interpersonal, and communication skills required. Must successfully pass the CHOMP Basic Arrhythmia Interpretation and Treatment test within 30 days of hire, then annually. (S)he must complete Pediatric Advanced Life Support Certification within 6 months of hire. Strongly desire immediate and/or step-down post-op open heart experience. BSN and CCRN preferred.

We offer a competitive salary and comprehensive benefit package, including relocation assistance. For more information, please visit us at [www.chomp.org](http://www.chomp.org) or contact Enza Sanchez, Employment Specialist, at (831) 622-2805, fax (831) 622-2806, or e-mail [enza.sanchez@chomp.org](mailto:enza.sanchez@chomp.org). Equal Opportunity Employer



This is a full time position working 40 hours per week at the Yreka Clinic.

The Primary Care Physician shall provide professional and competent direct patient care services and shall be a principal member of the medical team. The PCP and the clinic physician shall mutually provide supervision to the Physician Assistant, Family Nurse Practitioner, Nurses and Medical Assistants, and shall receive administrative and professional guidance and assistance from the Clinic RN/Business Manager. The PCP shall provide advice regarding the development and coordination of clinical policies and procedures and shall participate in the coordination and monitoring of all organizational wide performance improvement activities and shall serve as a member of the Accreditation Continuous Quality Improvement Committee (ACQI). The PCP may be asked to review contracts and offer professional advice.

**Requirements:** Must be a graduate of an Accredited School of Medicine and have completed training internship and residency as required for California Licensure. Must be licensed by the State of California Medical Board with preference given to physicians Board certified in Family Practice and/or Internal Medicine or equivalent work experience. Must possess current DEA registration for prescribing narcotics.

To see additional requirements and obtain an application visit [www.karuk.us](http://www.karuk.us).

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**Email:** [tbarnett@karuk.us](mailto:tbarnett@karuk.us)

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Community Hospital of the Monterey Peninsula is a nonprofit health-care provider with 205 staffed acute-care hospital beds and 28 skilled-nursing beds, delivering a continuum of care from birth to end of life, and every stage in between. We are a leader in healthcare career opportunities on the Central Coast of California.

We currently have an excellent opportunity for an experienced Cath Lab professional seeking professional growth, to supervise the daily operations and staff of the Cardiac Cath Lab and also deliver direct nursing patient care. The individual will also be responsible for policy and procedure enforcement and for the 24 hour, 365 day cath lab operations and schedule.

It is required that the Assistant Nursing Director, Cardiac Cath Lab, be experienced with the clinical skills and knowledge of the following procedures;

Diagnostic Angiograms of the Cardiovascular System

Interventional Catheterization, PCI, Stent, Thrombectomy, IVUS, IABP, FFR,

Electrophysiology procedures

Preference given to RN's who possess a current Radiological Technicians license (Fluoroscopy) from the State of California.

Requirements: Current RN licensure in the State of California. Previous interventional cardiac RN management experience. Previous interventional cardiac cath lab and, electrophysiology clinical experience. Within 30 days of hire (s) he must have and maintain a current basic life support (BLS) certification. Within 1 year of hire date must have and maintain a current Advanced Cardiac Life Support (ACLS) certification. Within 2 years of hire must have and maintain a current Registered Cardiovascular Invasive Specialist (RCIS) credential.

We offer a competitive salary and comprehensive benefit package, including relocation assistance. For more information, please visit us at [www.chomp.org](http://www.chomp.org) or contact Enza Sanchez, Employment Specialist, at (831) 622-2805, fax (831) 622-2806, or e-mail [enza.sanchez@chomp.org](mailto:enza.sanchez@chomp.org). Equal Opportunity Employer



## Manager III Indigent Health Care Program Health Services Agency (Modesto, CA)

Under the direction of the Assistant Director of the Health Services Agency the Manager III will be responsible for ensuring that Stanislaus County residents are screened for MIA benefits according to guidelines outlined by Board of Supervisors. This position is responsible for the management and oversight of the Eligibility, Claims, Utilization Management and Finance units. The incumbent is expected to mentor staff on the mandated requirements of Welfare & Institutions Code Section 17000, have the ability to resolve eligibility, utilization and claims payment issues with medical and dental providers and program beneficiaries, possess knowledge of MIA eligibility rules and regulations and possess a complete understanding of the third-party payor industry. As a safety net program, the Stanislaus County Indigent Health Care Program is, therefore, the payor of last resort. The incumbent will work collaboratively with HSA management, program coordinators, staff, consumers and community members.

The eligibility list established as a result of this recruitment will be used to fill one vacancy in the Administration department of the Health Services Agency.

**Education/Experience:** Bachelor's Degree in a relevant field, AND Four years of increasingly responsible professional experience in administration, managed care or other health related field. One year of this experience must be in a supervisory capacity. One year of education can be substituted with experience.

**Desired Qualifications:** One year demonstrated knowledge and experience in managing health care program; Bi-lingual in Spanish.

**APPLICATION PROCEDURES/FINAL FILING DATE:** Applications are accepted online at [www.stanjobs.org](http://www.stanjobs.org) and must be received by 5:00 p.m. on the final filing date.

**EQUAL EMPLOYMENT OPPORTUNITY:** The County of Stanislaus is an Equal Opportunity Employer. All qualified applicants are encouraged to apply for positions.

## Planned Parenthood Shasta-Pacific Senior Vice President of Administration and Finance (Concord/San Francisco, CA)

Planned Parenthood Shasta Pacific (PPSP) is seeking an experienced financial and business executive for its newly created position of Senior Vice President of Administration and Finance. This position will supervise finance, IT, facilities, human resources, compliance and billing functions, and provides senior team leadership in business and strategic planning. MBA/CPA or equivalent preferred. Healthcare / nonprofit experience is desirable.

**Skills and Qualifications:** Significant demonstrated experience in financial/administrative management. Health care field, non-profit experience desired. Demonstrated track record working with regulatory and funding agencies helpful. While experience may substitute for degrees, the successful candidate will likely have a BA with a master's degree preferred such as MBA or CPA, or both. Exceptional leadership and motivational skills combined with a keen sensitivity to the needs of staff and peers that will allow individuals and our organization to achieve success. Highest ethical standards, commitment to our mission and strong negotiation and consensus building skills while maintaining directness and commitment to productivity and standards. Clarity in communication - written and oral, systematic, thoughtful and thorough. Ability to lead, manage diverse groups of people across functional teams. Business and strategic planning experience essential. Tolerance for ambiguity, change and a willingness to work for an occasionally controversial organization. The successful candidate will be an eager, quick study because short and long term policies, financing mechanisms, technology, and health care delivery are all changing rapidly. Have to enjoy that and work well under pressure as the SVP will help define this new job in this new environment. A good sense of humor would be appreciated.

TO APPLY: Please email, fax, or mail your cover letter and resume to:

Heather Saunders Estes, MSW, MPA, President and CEO  
Planned Parenthood Shasta Pacific  
2185 Pacheco Street, Concord, CA 94520  
OR

1650 Valencia Street, San Francisco, CA 94520

Fax: 925-676-2814  
E-mail: [careers@pp-sp.org](mailto:careers@pp-sp.org)



## Sr. Healthcare Data Business Analyst (Santa Barbara, CA)

CenCal Health is a health care administrator who provides comprehensive health care coverage to the residents of the Santa Barbara and San Luis Obispo Counties who qualify for one of several publicly-sponsored health programs. We currently have the following job opening:

### Sr. Healthcare Data Business Analyst

Provides customer-focused project management & analytical services to CenCal's medical management. Candidates must demonstrate an ability to use SQL to extract data from a data warehouse, and then use the data to perform complex analyses to monitor health care quality and fiscal soundness. Provides dedicated analytical support to CenCal's medical management team; collaborates with leadership to implement processes to monitor operational effectiveness and efficiency; partners with the plan's medical management to support measurement of industry standard process and outcome indicators. [Please apply at https://home.eease.adp.com/recruit/?id=1540451&t=1](https://home.eease.adp.com/recruit/?id=1540451&t=1).

For a more detailed description of the positions, please visit our website at <http://www.cencalhealth.org/careers/openings.html>.

We offer competitive salaries and a great benefits package. EOE



## Senior Director - Womens Health (Los Angeles, CA)

California Hospital Medical Center, part of Dignity Health, is a 319-bed acute and ambulatory care provider serving downtown Los Angeles and surrounding neighborhoods. With over 120 years of healing experience, we have a long-standing tradition of excellence in patient care. And we continue to grow and expand our services to meet the ever-changing needs of our communities.

Currently, we're seeking the following professional to join our extraordinary team:

Senior Director – Women's Health

In this highly visible role, you will direct the daily operations of a rapidly growing multi-specialty practice devoted exclusively to women's health. Working within a modern 20,000-square-foot facility, you'll develop strategies designed to maximize the performance of more than 8 physicians and over 30 employees. You will collaborate with physicians, staff and hospital leadership to grow and expand the practice. And through your work, you'll drive our success in delivering exceptional care to the women of our communities.

Located blocks from the Staples Center and LA Live, California Hospital Medical Center is walking distance from the Metro Blue Line. Employee parking is complimentary. We also sponsor shuttle service to and from Union Station.

As part of our team, you'll enjoy an outstanding benefits package that includes 100% employer-paid medical coverage, comprehensive dental and vision plans, a 403(b) retirement plan with company match, tuition reimbursement and much more.

To qualify, you must have at least 5-7 years of progressive experience directing all aspects of a multi-specialty medical group practice. This experience should include demonstrated success in achieving outstanding patient, physician and employee satisfaction scores while meeting overall financial objectives.

To apply, visit us at [www.chmcla.org/careers](http://www.chmcla.org/careers). EOE



## Director of Clinical Services (Del Mar, CA)

**PRIMARY RESPONSIBILITIES:** Ensures quality evaluation and accurate diagnosis of patients. Serves on leadership team that ensures patients are appropriate for admission and determines appropriate level of care. Supervises all clinical staff, develops and administers all clinical programs. Reviews patient files to monitor treatment and case management practice to ensure that the highest level of care is provided at all times. Ensures that clinical programs meet standards required by regulating and accrediting agencies to include JCAHO. Conducts weekly clinical staff meetings. Reviews all patients complaints and addresses any concerns to assure resolution. Supervises and monitors the schedules of clinicians. Provides direct clinical services when needed. Serves 24-hour call for emergencies in coordination with the Chief Executive Officer. Familiar with diagnostic requirements and managed care requirements. Leads bi-weekly treatment team meetings

**MINIMUM REQUIREMENTS:** Ph.D. in Clinical Psychology, licensed in the state of California in good standing. Experience: Minimum of five years direct service experience in an inpatient behavioral health facility along with a minimum of three years supervision experience in an inpatient setting, preferably with adult population. Specific Skills: Knowledge of provision of clinical services in managed care settings, supervisory techniques, budgeting processes, quality improvement processes, and utilization management. Ability to write concise and clear reports, compile, analyze and summarize statistical data. Ability to communicate clearly and effectively. Provide leadership to a variety of individuals and act independently with good judgment

Casa Palmera is a free standing residential, holistic based, behavioral treatment facility treating individuals suffering from Chemical Dependency, Emotional Trauma and Eating Disorders. Treatment services employ an integrative approach combining holistic methods with traditional western medical and cognitive behavioral techniques including The 12 Step philosophy when appropriate clinically.

This is a full-time position. Only applications with references will be considered. Please email resume and salary requirements to [careers@casapalmera.com](mailto:careers@casapalmera.com)

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