

Keeping Costs Down on Self-Funded Health Care Plans

By William Norris
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In the era of health care reform, one of the most significant issues everyone is facing is increasing costs. Yet organizations that have 50 or more employees can control expenses—while maintaining valuable health care options for employees—through proper design and administration of a self-funded plan.

Indeed, these days more employers are turning to self-funding options for their health care plans—not only to reduce their premium expenses but also to manage their

cash flow and gain control over their benefit dollars. According to a 2011 survey conducted by the Kaiser Family Foundation, 60 percent of covered workers in US companies are in plans that are partly or completely self-funded, with that figure jumping to 96 percent for employees in US companies with 5,000 or more workers.

Cost and Risk Rest With the Employer

It's important to note that self-funded plans aren't insurance.

Health care costs are paid from the employer's own pocket as the medical costs are incurred, and the employer assumes the financial risk of providing health care benefits to employees. Contrast that with fully insured coverage, in which medical costs are paid as a fixed premium to an insurance carrier, with the carrier bearing the financial responsibility for the costs of enrollees' medical claims.

Self-funded employers typically set up a special trust fund to earmark money (corporate and employee contributions) to pay claims

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LETTERS TO THE EDITOR

If you have questions or suggestions regarding the News and its contents, please reply to dpeel@cahnews.com.

Letter from the Publisher and Editor



Dear Reader,

We periodically report health plan financial results based on publicly available data. We compile high level figures in a spreadsheet and send it to health plan representatives with a request to confirm the accuracy of their figures. We also ask for comments on their plan's results. We are in the middle of this process now and will report the results in mid April.

We go through this laborious and tedious process with extra effort to achieve buy-in from plan representatives because the figures are distributed to over 17,000 California Healthcare Readers. In addition, our figures are frequently quoted by other news outlets so errors in our report end up propagated into their stories.

In this year's report, we will give credit to the plans that took the time to confirm their figures. We truly appreciate the effort given by these plan representatives.

If you have received our request to confirm figures in our spreadsheet, and to comment on your plan's financial results, please respond as soon as indicated in our request. There have been several occasions where plans were reporting wrong figures to governmental entities and only learned of this when they received our spreadsheet. Your prompt confirmation will not only help the California Healthcare News with our financial report but will also assure your numbers are accurate.

Until next month,

David Peel, Publisher and Editor

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as they're incurred, and the employer usually purchases stop-loss insurance to protect the plan from catastrophic losses. Self-funding means assuming a bigger role in employee health management and taking over the paperwork and other services an insurance company normally provides.

For most businesses, focusing on growing revenue often supersedes managing medical claims expenses. As such, the majority of self-funded employers rely on third-party administrators or insurers to

administer their benefits.

Make Sure Your Plan Is Working for You

The largest expense in any employee health care benefit plan is the claims cost. In fact, for many businesses, health care claims are among the highest unaudited expenses in the entire organization. So how do you know whether your third-party administrator is helping you keep costs down and drive greater efficiency?

An administrative claims review offers the best opportunity to cre-

ate accountability, measure performance, and establish processes for continuous quality improvement. Performing such a review of your administrator will not only fulfill your fiduciary responsibility as a plan sponsor but also help you evaluate whether your claims are being paid correctly and in accordance with the plan's intended benefit provisions.

An administrative performance review gauges the administrator's ability to pay claims accurately and efficiently by measuring the financial, payment, and procedural accuracy levels of claims against

industry-wide standards. Based on our experience, administrators fail to meet industry-standard financial and payment accuracy measures 60 percent of the time.

In addition to validating current performance metrics, results from an administrative performance review can serve as a benchmark for establishing or renegotiating performance guarantees between employers and plan administrators.

These reviews can also help you:

- Recognize claims payment errors and recover identified overpayments
- Discover process or systemic issues impacting optimal administrative performance
- Identify compliance needs in relation to contracts and procedures
- Identify exceptions to standard cost-control procedures in the processing of claims
- Confirm performance metrics that are often self-reported by the administrator

The Best Defense Is a Good Offense

For your organization to remain competitive, you must address and manage its health care costs. With claims costs representing the largest expense component of an employee health care benefit plan, it simply doesn't make sense to assume that your claims administration process is operating exactly the way it should. Getting out in

front of the issue, with regular administrative performance reviews, can help you verify that you're getting the most from your health care expenditures.

William Norris has consulted with some of the largest HMOs and capitated payers in the country and provided extensive support in the areas of claims administration, revenue recovery, IS implementation, operations redesign,

and process improvement. He can be reached at (949) 623-4172 or william.norris@mossadams.com.

Francis Orejudos has over nine years of experience serving managed care organizations. He has led payer initiatives related to claims auditing, contracting, operational assessments, and business process redesign. He can be reached at (949) 221-4033 or francis.orejudos@mossadams.com.



When change moves you in a new direction, choose the right navigator.

In health care, success requires diligence and foresight—two qualities that will prove even more important in the days to come. As reforms take effect, will your organization be ready?

We've helped hospitals nationwide strengthen their financial operations. Discover how we can make a difference to yours.

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Kaiser Permanente's Early Diagnosis & Therapy Reduces Sepsis Mortality Rate

By Nora Haile
Contributing Editor
California Healthcare News



Sepsis can be a killer. When Kaiser Permanente looked at their mortality rates back in Spring 2008, they saw a higher average than the national Medicare average as well as Southern California averages. “We immediately did a drill down to understand what was behind the numbers,” said Barbara Crawford, vice president for quality and regulatory services. “We looked at the last 50 deaths in every northern California Kaiser facility, then looked at the mortality diagnostic.” The results – infection, specifically sepsis, was the overwhelming majority of mortality – kicked off

an intense undertaking.

The interesting part was, the further down the team drilled for answers, the more they discovered that most patients had sepsis when they came into the hospital. “We simply weren’t good at diagnosing those cases when they came in,” she said. There are over 200,000 deaths per year in the U.S. due to sepsis, which makes it a significant issue for all hospitals. Septic shock, the most severe form of sepsis, carries a 45% mortality rate, but if sepsis is caught at its earliest, that rate decreases to 16%. Infection prevention measures in the hospital would make a difference, as well, but diagnosing the infections that patients had when they walked in the door held the greatest potential for improvement.

The newly created cross-functional sepsis process redesign teams came together to standardize and pilot possible solutions. In a partnership that included the Gordon & Betty Moore foundation, 21 hospitals were involved. The pilot exercise chosen for implementation was a simple, inexpensive blood test. “We said early on, if you suspect that any infection is present, and we put vitals criteria in place to help determine that, then you draw a lactate level when

you do a blood culture. It stratifies if the infection is septic and to what degree,” Crawford explained. They implemented the process at every ED, which took the number of lactates being drawn from 3.5% to over 90% in just a couple of months. And from implementation through January 2009, Kaiser Permanente tripled the number of sepsis cases found.

The next step was assuring the correct treatment within the small window for curing the infections. Piloted exercises included developing a treatment bundle that the hospitals could use. Bundled treatment included early goal directed therapy, requiring aggressive fluid and antibiotics within the first two hours, which Kaiser Permanente changed to within the first hour. But there was a bump in the road: the central line necessary to deliver the high amount of fluids for resuscitation within the short window. “The insertion isn’t taken lightly because the large bore IV comes with its own risks and quite frankly, some of the doctors hadn’t done one in a while,” said Crawford. They purchased simulation manikins and made sure everyone was up to speed on ultrasound guided central line insertion. The investment proved its worth.

Detecting sepsis early was hugely

important to improving mortality rates, but Crawford said the real impetus came when clinicians saw real-life results. “At one of our pilot facilities, a single mom with a twelve year old son came into the emergency room. She thought she just had a urinary tract infection – it turned out she had sepsis, as well. She came to a Summit meeting and shared her story. Realizing that identifying sepsis was relatively easy and saved this woman’s life resonated strongly with the clinicians. After all, no one goes into healthcare with the intent of missing a diagnosis.”

Sepsis diagnoses went from 35.7 per 1,000 admissions (July 2009) to 119.4 per 1,000 (May 2010). As a result of that early diagnosis and the

treatment bundle, patient improvement within six hours went from 52% (2009) to 92% (early 2011). Mortality rates have dropped from 26% to 11% on average for sepsis cases across Kaiser Permanente’s Northern California facilities. The average length of stay has dropped by 2.5 days. Crawford credited the multi-functional team and the Kaiser Permanente implementation model, called the four-wheel drive approach. She shared the model’s essential components:

1. Leadership alignment
2. Standardized workflow
3. Dedicated project manager role
4. Accurate data

Kaiser Permanente increased the number of patients identified with sepsis, a primary contributor to mortality rates. That, together with the “perfect bundle” has reduced their sepsis related mortality by over 40%. “The greatest motivator to me and to our clinicians is that we know more patients are going home to their families. We’ve given them more time,” Crawford said.

Nora Haile is a Contributing Editor to the California Healthcare News. She is the Editor of Healthcare News publications in Arizona, Colorado, New Mexico, Utah and Texas. She is also the owner of nhaile communications. She can be reached at 520-300-5557 or nhaile@healthcarenewssite.com.

Career Opportunities

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Staff Physician, Internist (Los Angeles, CA)

Watts Healthcare Corporation, dedicated to serving the community of Watts and the surrounding areas for 40 years, is a Federally Qualified Health Center (FQHC), with 300 employees, a total of 29 grants and contracts, generating approximately 100,000 patient encounters annually, in the South Los Angeles area, with seven facilities and a budget of more than 25 million dollars.

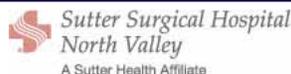
STAFF PHYSICIAN - INTERNIST

Requirements: Licensed in the state of California and current DEA registration. Board certified or residency trained in Family Practice. Five (5) years of experience in primary care medical services, FQHC experience preferred.

Salary is commensurate with experience. Excellent fringe benefits, including paid vacation and sick leave, dual option health benefit, disability, life insurance, retirement program and educational assistance. Please submit cover letter and resume to:

Watts Healthcare Corporation
Human Resources Department
10300 Compton Avenue
Los Angeles, CA 90002
Fax: 323.563.2135
hr@wattshealth.org

Equal Opportunity Employer- Women and Minorities are encouraged to apply



Registered Health Information Consultant (Yuba City, CA)

Sutter Surgical Hospital – North Valley services the Yuba-Sutter community. Our brand new Hospital focuses on providing outpatient and inpatient surgical procedures, as well as MRI outpatient services. We are looking to fill this per diem position of RHIT Consultant.

This individual will work with our Medical Records Manager providing consultation assistance as needed. He/she will need to be available for periodic phone and/or onsite visits. He/she will ensure the hospital is in compliance in accordance with HIPAA and other regulations as imposed by Joint Commission, CMS, Federal and State agencies. He/she will ensure completeness of medical records and compliance of Health Information with all internal bylaws, policies, and procedures as well as professional standards and regulatory requirements.

Job Requirements: Minimum of three years experience in a Health Information Department in a Hospital in a lead or managerial role. RHIT or RHIA certification “mandatory”. Business Office and Coding knowledge a plus.

Headquartered in Yuba City, CA, we are a joint venture partnership between prominent community physicians, National Surgical Hospitals and Sutter Medical Foundation.

If you can envision yourself working for a hospital committed to providing premier, quality healthcare while using the latest technology, please contact us.

To submit a resume
for one of our positions, please email to:
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Director, Case Management (Lynwood, CA)

Full Time - Day Shift

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The Director of Case Management is responsible for the implementation and ongoing development of the case management program. Responsibilities will include developing, planning and coordinating the activities of Utilization Review and Discharge Planning while ensuring departmental compliance with State and Federal regulations. Duties also include providing ongoing training and leadership to staff.

The successful applicant must have extensive experience maximizing reimbursements for Medicare/MediCal patients; a strong understanding of legal, compliance, risk and financial impact of case management decisions; and demonstrated proficiency in all aspects of UM, CM and Collaborative Care.

Requirements include 5+ years of recent acute care hospital-based case management experience (with 3 years at the Director level), CA RN license, BSN and current case management certification.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE

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MEDICAL DIRECTOR PPMSI/SCCIPA (Foster City, CA)

Pacific Partners Management Services, Inc. is a full-service MSO providing administrative services to Santa Clara County IPA (SCCIPA) and Sonoma Primary Care IPA. SCCIPA, comprised of more than 800 physicians, is the largest multi-specialty individual practice association (IPA) in Santa Clara County has been providing professional medical services for over 25 years.

We have an immediate opening for a full-time Medical Director to be responsible for the day-to-day medical affairs of the organization and to provide professional medical direction services to PPMSI and our managed IPAs. Reporting to the COO while collaborating with the Board of Directors, the primary responsibilities of the Medical Director includes providing clinical support and direction for company programs and initiatives including implementing, maintaining, and refining approved quality improvement and utilization management programs.

Should have at least five years as a practicing physician in a medical specialty within a managed care market that includes capitation or sub-capitation as a payment source. Should have three or more years of executive-level experience in a managed care setting and formal leadership training program with experience in managing staff and medical management operations. Knowledge of ambulatory utilization management, concurrent review, case management, quality management, and experience in methodologies of measuring such indicators is preferred. Possesses excellent verbal and written communication skills with the ability to interact effectively at all levels of the organization and a variety of situations. Work effectively with Board, committees, physicians, ancillary providers, and management. Possesses a strategic vision of healthcare in the community setting and is capable of providing a system perspective. Employs a participative, collaborative, management style, is an effective team builder, possesses excellent problem-solving skills, and is able to identify and adapt to shifting priorities. M.D. degree is required; MPH, MBA or other medical management degree is preferred. Must be licensed physician in California, Board certified in a clinical specialty, current unrestricted license.

We offer competitive salaries, comprehensive benefits & a 401(k)-retirement plan. For immediate consideration, please e-mail cover letter, CV & salary requirement to human.resources@ppmsi.com.



Chief Financial Officer (San Mateo, CA)

San Mateo County Health System, an integrated health-care delivery system featuring 11 community clinics, a fully accredited acute care teaching hospital, a skilled nursing facility and a full array of outpatient and inpatient psychiatric services, currently has a high profile opportunity for a Chief Financial Officer to be responsible for strategizing, planning, organizing, directing, coordinating and evaluating all fiscal and technical accounting and financial operations of the medical center and its \$276 million annual operating budget. In this role, you will report to the CEO, serve as a member of the Senior Management Team and supervise nine direct reports and their associated staff. Additionally, the CFO will analyze organization-wide financial needs and develop systems for maximizing revenue and controlling expenditures.

The ideal candidate will have a Bachelor's degree in Accounting or Finance, significant financial management experience overseeing fiscal operations of a healthcare system and experience with safety net hospital supplemental funding streams and strategies for maximizing them. MBA/CPA and public hospital experience are highly desirable.

To learn more about this position, please review the following online brochure with particular attention to the details in the "How to Apply" section: <http://www.smcgov.org/hr/Rec/Health-CFO>. EOE



Nurse Manager - ICU (Lynwood, CA)

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

The successful applicant will work closely with the Clinical Director to develop, implement, coordinate and evaluate the delivery of nursing care services in units under their responsibility. Duties will include recruiting, training, evaluating and managing staff while collaborating with department heads to meet St. Francis Medical Center strategic objectives. This position will also share in budgetary responsibilities and represent the unit on various hospital committees.

The position requires managing staff that are providing care and service to an adolescent through geriatric patient population. The successful applicant will be responsible for ensuring that staff is providing age appropriate care in a manner that demonstrates an understanding of the functional and developmental age of the individual served.

To be qualified for this position, you must have a Bachelor Degree in Nursing (MSN preferred); current CA RN license; current BCLS-C (AHA) card; current ACLS; five years recent experience in Critical Care; proven management expertise; effective written/verbal skills; and basic computer abilities. Bilingual (English/Spanish) applicants are preferred.

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Physician - Healthcare Center (Per Diem) (San Francisco, CA)

AIDS Healthcare Foundation is searching for a Physician to join our Healthcare Center Team! This opportunity is to work on a Full-time, Regular basis and it is based out of our healthcare center in San Francisco, California. We offer a competitive compensation, great benefits and an amazing work environment.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND/OR EXPERIENCE

Doctorate degree (M.D., Ph.D., R.Ph.) or equivalent; or more than 10 years related experience and/or training; or equivalent combination of education and experience.

CERTIFICATES, LICENSES AND REGISTRATIONS

Valid California Medical License. Board Certified in Internal Medicine or Family Practice. Valid DEA certificate.

ADDITIONAL INFORMATION

Salary: Based on Experience
Location: San Francisco, California
Position Type: Per-Diem
Reference Code: 0302-Physician

CONTACT INFORMATION

Miyoshi LaFourche, Talent Acquisition Manager
AIDS Healthcare Foundation
6255 W. Sunset Blvd., 21st Floor, Los Angeles, CA 90028
FAX: 323-462-6869
EMAIL: Careers@aidshhealth.org



WORKERS' COMP NURSE CASE MANAGER (R.N.) (San Jose, CA)

Use your nursing skills without the swing shifts, bedpans, or heavy lifting: be a Nurse Case Manager at EK Health Services!

Case Management is a collaborative process to promote quality cost effective outcomes, which enhance physical, psycho-social, and vocational health of individuals. The goal is to assist the Injured Worker in receiving appropriate medical care for their injury in a timely manner and expedite their return to work.

Job Specifications:

- Full Time; Billable hours
- Telecommute; regular local travel
- Client-specific cases

Job Responsibilities:

- Travel locally to attend patient appointments
- Plan, coordinate, and implement all patient care
- Act as liaison between the injured worker and all parties involved in case (i.e. attorney, claims adjuster, physician, etc.)
- Complete comprehensive written and verbal reports in a timely manner
- Participate in nursing staff teleconferences and meetings

Requirements:

- Graduate of an accredited school of nursing
- Valid California RN license in good standing; no restrictions
- Valid state-appropriate Drivers license in good standing
- Experience in Field Case Management and Workers' Compensation highly preferred, but not required
- Experience in Home Health Care or Occupational Health a plus
- High comfort level with computers and computer programs (MS Word, MS Excel, E-mail) required.
- Physical heavy lifting.

To apply, please provide a resume to the HR Manager, at jobs@ekealth.com



Nurse Manager (Santa Rosa, CA)

Work in an environment that encourages you to do your best work every day! At St. Joseph Health System - Sonoma County you will have the opportunity to strengthen the link between your career and your values, leaving you feeling connected to the organization and the community you serve.

Santa Rosa Memorial Hospital, our 278-bed Level II Trauma Center is currently recruiting for a full time Nurse Manager seeking a challenge to take our Surgical Services Department to national benchmarks. The Nurse Manager is responsible for overseeing the operation of the department with accountability for leadership, fiscal management, staffing, and management of patient care services for a busy, fast paced department with 10 OR/GI Suites including neurosurgery, open heart, orthopedic, vascular and general surgery. We are proud of our 80% on-time starts and 20 minute turnover time statistics. CREW training is a part of our Patient Safety Culture for all staff and Surgeons. The qualified candidate must possess a CA RN license, BSN degree, CNOR with previous hospital management/leadership experience. Master's Degree preferred.

We offer competitive salary, excellent benefits and are committed to demonstrating our values in all our interactions. In other words, we're a great place to work! Not only has St. Joseph Health System been awarded the Gallup "Great Work Place Award" for 2007, 2008 and 2009, Santa Rosa Memorial Hospital was designated a Blue Distinction Center for Knee and Hip Replacement by Blue Shield of California and was recently honored with the 2011/2012 Consumer Choice Award for the 15th time in the last 16 years.

If you are interested in learning more about this exciting opportunity, please call Barbara Darling, PHR, Recruiter, at 707-522-1505 to discuss. You can apply online at www.stjosephhealth.org to job req: 345653 or e-mail your resume to barbara.darling@stjoe.org.

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Chief Executive Officer (Susanville, CA)

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Management experience in operations of large health care facility, FQHC experience preferred. Knowledge of medical administration, malpractice, labor regulations, contracts, Federal/State health assistance programs, non-profit and grant management. Master's degree in health care management, public health, or related field required, plus 5 years experience in health administration.

Send resume and cover letter to Northeastern Rural Health Clinics, 1850 Spring Ridge Drive, Susanville, CA 96130, attn: Janet Lasick, jlasic@northeasternhealth.org

Outpatient Services Manager II (Salinas, CA)

There's a bright future waiting for you on California's beautiful Central Coast

California's breathtaking natural attractions are not the only stars on the Central Coast. Equally impressive are the top-trained medical professionals at Natividad Medical Center, a state-of-the-art 172-bed teaching hospital with a Joint Commission ranking in the top percentile of hospitals nationwide. When you bring your healthcare career to Natividad, you'll join a facility that is affiliated with the University of California San Francisco, with the area's only Life-Flight helicopter service, as well as one of the County's first Community Level III NICUs. As a member of the Natividad team, the sky's the limit, for you and your career.

Outpatient Services Manager II
\$5,921.07 - \$8,082.19/month

We currently seek a strong leader to take responsibility for multiple outpatient clinics that provide both primary and specialty care to approximately 2,300 patients per month and employ more than 30 staff members. We'll rely on you to perform the full range of management duties, including supervising and directing the work of professional and paraprofessional staff, ensuring quality program management, managing the clinic facilities and environment, and providing for fiscal program management, including assisting in the implementation and management of grant-funded programs and projects, providing input on the annual budget for the clinics, and ensuring compliance with regulatory standards. You will also be expected to maintain data using clinic or hospital computer software such as APC and financial services programs, provide excellent customer service and develop, recommend, implement and interpret new or revised policies, standards and procedures.

The ideal candidate will possess a Bachelor's degree in Healthcare Administration, Public Administration, Business Administration or related field and 2 years of experience in the Finance Department and/or Operations/Support of an acute care hospital. Excellent leadership, supervisory, training, organizational, problem solving and interpersonal skills are essential.

As a member of our cohesive team, you'll enjoy extremely competitive salaries and an excellent benefits package with CALPERS retirement. For application materials, contact Natividad Medical Center, Human Resources, 1441 Constitution Blvd., PO Box 81611, Salinas, CA 93912-1611; call us at (831) 783-2700 or apply online at www.natividad.com. Natividad Medical Center is committed to employing a diverse workforce. EOE/M/F/H/V



Clinical Educator - L & D (Lynwood, CA)

Full Time, Day Shift

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This position is responsible for coordinating and supporting the assessment, planning, implementation and evaluation of clinical education services for the Birthing Center. Responsibilities include developing in-service educational programs; evaluating the effectiveness/outcome of programs; overseeing education related to new equipment, policies/procedures and quality initiatives; evaluating/prioritizing all educational requests in a timely manner; participating in hospital initiatives; and collaborating with management to identify learning opportunities.

The successful applicant will have a Bachelor's degree (Master's preferred) and 2 years of recent educator experience. Requirements include a demonstrated knowledge of adult learning principals, excellent communication/training skills and proficiency in Microsoft Office products. Must have a valid CA RN license, BLS (through AHA), ACLS and current PALS.

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MDS Coordinator (Lynwood, CA)

Full Time - Day Shift

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This position is responsible for planning, organizing, scheduling and coordinating the Resident Assessment Instrument (RAI) process, including the MDS and Care Area Assessments and Care Plans with all members of the interdisciplinary team. Responsibilities include coordinating interviews; assuring all assessments are completed in a timely manner; taking a leadership role in the development, implementation, outcome and evaluation of nursing care plan provided by the nursing team; ensuring all care plans meet regulatory requirements; and providing orientation and education to staff on the MDS process.

The successful applicant will have graduated from an accredited RN school of Nursing; 3 years of acute care experience; 2 years of recent experience in skilled nursing; and knowledge of MDS Software, triggers and RAPS. Must have a valid CA RN license and current BLS certification (through AHA). Bilingual English/Spanish preferred.

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Committing Ourselves to Excellence*

The County of Kern is seeking qualified applicants to become part of a dedicated team of professionals. If you would like to join in Kern Medical Center's commitment and promise to help people, we encourage you to apply for any of the following positions:

CLINICAL SUPERVISOR (RN)

Critical Care Services

Exam# 5350 – Full time

The individual will assist the Clinical Director in coordinating, supervising, and directing the clinical, operational and program activities, inclusive of unit personnel, on a day-to-day basis to meet unit objectives.

**For more information or to apply for any of these positions, please contact the Kern County Personnel Department,
1115 Truxtun Avenue – 1st Floor,
Bakersfield, CA 93301**

**Or apply online at: www.co.kern.ca.us/jobs
Or call KMC Human Resources (661) 326-2640
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HSM System Coordinator (Lynwood, CA)

Full Time - Day Shift

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This position is responsible for developing, implementing, coordinating and evaluating the HSM electronic documentation of nursing, ancillary and physician care services in the Surgical Services area. Responsibilities include ensuring the accurate documentation of quality nursing care to patients and families; providing technical nursing care in designated patient populations; and providing administrative oversight and education to the Surgical Services.

The successful applicant will have 3+ years experience in Perioperative Services in an acute care setting; 5+ years recent experience using IT systems and electronic documentation; and excellent written/verbal communication skills. Must have a valid CA RN license. Previous experience with HSM preferred.

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AFRAID TO
BE
GREAT.

WE DEPEND ON PEOPLE WHO
DEMAND THE MOST OF THEMSELVES.

Assistant Controller

In this position, you will help direct the daily operations of the UCLA Hospital Network General Accounting and Accounts Payable Department. This involves developing and implementing internal controls to maintain the financial integrity of our health system and supporting process improvement initiatives.

To qualify, you must have a Bachelor's degree in Accounting and at least 5 years of accounting experience in a health care setting. Supervisory experience and previous fund accounting experience are also required.

For more information, please apply online at <http://hr.healthcare.ucla.edu> and reference **Job Code H59422** or contact Bella Aivazian at IAivazian@mednet.ucla.edu. EOE

UCLA Health System



Clinical Educator - Emergency (Lynwood, CA)

Clinical Educator – Emergency
Full Time, Variable Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

This position is responsible for coordinating and supporting the assessment, planning, implementation and evaluation of clinical education services for the Emergency Department. Responsibilities include developing in-service educational programs; evaluating the effectiveness/outcome of programs; and providing onsite Continuing Education relevant to emergency room nursing. The Clinical Educator will also assist in the development of Emergency Department-specific programs such as Triage, MICN, Trauma & EDAP and conduct Emergency Department orientation programs for RN's, LVN's and EMT's.

The successful applicant will have a Bachelor's degree (Master's preferred) and 5+ years of clinical nursing experience in an emergency setting. Requirements include a demonstrated knowledge of adult learning principals, excellent communication/training skills and proficient computer skills. Must have a valid CA RN license, BLS, ACLS and PALS. TNCC, ENPC, MICN and C.N.S. are preferred.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Family Practice Staff Physician (Los Angeles, CA)

Watts Healthcare Corporation, dedicated to serving the community of Watts and the surrounding areas for 40 years, is a Federally Qualified Health Center (FQHC), with 300 employees, a total of 29 grants and contracts, generating approximately 100,000 patient encounters annually, in the South Los Angeles area, with seven facilities and a budget of more than 25 million dollars).

FAMILY PRACTICE STAFF PHYSICIAN

Requirements: Licensed in the state of California and current DEA registration. Board certified or residency trained in Family Practice. Five (5) years of experience in primary care medical services, FQHC experience preferred.

Salary is commensurate with experience. Excellent fringe benefits, including paid vacation and sick leave, dual option health benefit, disability, life insurance, retirement program and educational assistance. Please submit cover letter and resume to:

Watts Healthcare Corporation
Human Resources Department
10300 Compton Avenue
Los Angeles, CA 90002
Fax: 323.563.2135
hr@wattshealth.org

Equal Opportunity Employer- Women and Minorities are encouraged to apply



Registered Dietician (Yuba City, CA)

Sutter Surgical Hospital – North Valley services the Yuba-Sutter community. Our brand new Hospital focuses on providing outpatient and inpatient surgical procedures, as well as MRI outpatient services. We are looking to fill this per diem position of Registered Dietician.

The RD will be responsible for providing assistance to the Executive Chef in the development and implementation of dietary care plans as well as nutritional counseling. In addition, he/she will ensure proper documentation is maintained in a complete and accurate manner as it relates to patients nutritional status. This role also supports the daily activities of the dietary services department. He/she should be experienced in overall adherence to sanitation regulation/practices of food services and preparation and delivery of meals.

Requirements: Registered Dietician. At least one year of experience preferred. Able to pass a criminal background investigation

Headquartered in Yuba City, CA, we are a joint venture partnership between prominent community physicians, National Surgical Hospitals and Sutter North Medical Foundation.

If you can envision yourself working for a hospital committed to providing premier, quality healthcare while using the latest technology, please contact us. Please visit our website at www.sshnv.com to learn more about this exciting venture.

To submit a resume for one of our positions, please email to: sshncareers@sutterhealth.org or fax: (530) 660-8045
EEO (Principles Only)



Senior Director of Coding and Compliance (Modesto, CA)

The Senior Director of Coding and Compliance will be responsible for directing the coding and compliance departments and maintain optimum performance of the departments. Has a thorough understanding of the upcoming conversion to ICD-10 coding standards. Must have the ability to develop and implement procedures to promote adequate information flow, and effective communication throughout all MBSI departments.

Candidate must have significant experience in contributing to the strategic planning from an overall company prospective; ensuring long term financial success by reaching stretch targets and providing appropriate reporting of such. Additionally, must have the ability to drive operational efficiency to sustain excellence in coding workflow in order to meet monthly charge targets.

In addition to these responsibilities, the Senior Director of Coding and Compliance will provide trusted and motivating leadership, direction, and effective communication to supporting executive team members as well as Maintain commitment to MBSI's mission and values of integrity and technical excellence.

Requirements: Baccalaureate degree in health care or business related field; a Masters' degree is highly desirable. Five years senior management level experience, preferably in medical or similar field.

If you are interested in this position please fax or email your resume with a cover letter to montanezs@medamerica.com or Fax (510) 879-9142. Please type "Your Name – Director of Coding and Compliance" in the subject field.

Career Opportunities

To advertise call 425-457-4316
Visit cahcnnews.com to see all available jobs.



Director of Learning, Education and Research Development (Lynwood, CA)

Full Time - Day Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

As Director of Learning, you will provide support and serve as a resource for the assessment, planning, development, implementation, and evaluation of hospital wide learning, education, development and research. Responsibilities include the management and supervision of our education department and clinical / non-clinical educators/support staff. This position will actively participate in company initiatives, identify new training modalities and collaborate with management/Human Resources to ensure access to evidence-based education. You will also evaluate and prioritize all educational processes, systems, and requests in a manner consistent with current education/competency and accreditation standards. Additional duties will include: management training, orientation, patient experience training, and providing ongoing education/competency validation that supports associates in developing their full potential.

The successful applicant will have a Bachelor's degree plus a Master's degree; Doctorate degree in nursing, education or related field; 5 years of recent experience in field of expertise; and a minimum of 3 years of management experience. Requirements include excellent verbal/written communication skills and proficient computer skills in Microsoft Office, EduTracker, LMS and other education related applications. Must have a current CA RN license, BLS and board certification in leadership or clinical specialty on hire or within 6 months.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Mammography Supervisor (Salinas, CA)

From the sandy shores of our coastline to the scenic silhouettes of our rolling hills, Salinas Valley has something for everyone who loves exploring the outdoors... and, with our cutting-edge technology, state-of-the-art facilities and expanding patient care services, we have just as much for those eager to enrich their careers.

We are currently looking for a full-time Mammography Supervisor to serve as a resource and role model to staff regarding current mammography, breast ultrasound, stereotactic and ultrasound guided biopsy, needle localization and galactography procedures. In this supervisory role, you will be responsible for day-to-day operations of mammography clinical areas, as well as oversight of MQSA data and reporting.

Requires current CRT (R) (M), ARRT (R) (M), BLS and 3-5 years of direct mammography experience, at least 2 of which have been at the supervisory/management level. An Associate's degree in a related technical field (or equivalent experience) is preferred.

Located in the beautiful Central Coast/Monterey Bay area of California, Salinas Valley Memorial Healthcare System offers a compensation package and work environment that will impress you. Please visit our website and apply online at: www.svmh.com, or email resume to: resumes@svmh.com. EOE



CA Licensed Pharmacist (Lynwood, CA)

CA Licensed Pharmacist
Full Time

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

We are seeking CA Licensed Pharmacists. The successful applicant will be responsible for interpreting and clarifying medication orders and prescriptions, procuring medications, compounding, dispensing and monitoring preparation. A valid CA Pharmacist License is a must with basic computer knowledge and acute hospital experience.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Operations Supervisor Diagnostic Imaging (Salinas, CA)

From the sandy shores of our coastline to the scenic silhouettes of our rolling hills, Salinas Valley has something for everyone who loves exploring the outdoors... and, with our cutting-edge technology, state-of-the-art facilities and expanding patient care services, we have just as much for those eager to enrich their careers.

We are currently looking for a full-time Operations Supervisor to be responsible for the day-to-day operations of the Diagnostic Imaging Department. Under limited supervision, you will supervise the delivery of radiographic, ultrasound, CT and angio procedures by assigning technologist work, scheduling patients, checking quality of films, coordinating and scheduling staff, developing department policies and procedures and overseeing QA/QC.

Requires knowledge normally acquired through the completion of a two-year Radiologic Technology training program approved by the AMA, CRT and ARRT certifications, BLS, at least 5 years of experience as a licensed technologist and a supervisory background.

Located in the beautiful Central Coast/Monterey Bay area of California, Salinas Valley Memorial Healthcare System offers a compensation package and work environment that will impress you. Please visit our website and apply online at: www.svmh.com, or email resume to: resumes@svmh.com. EOE



*Devoting Our Hearts to Care,
Committing Ourselves to Excellence*

The County of Kern is seeking qualified applicants to become part of a dedicated team of professionals. If you would like to join in Kern Medical Center's commitment and promise to help people, we encourage you to apply for any of the following positions:

HOSPITAL NURSING SHIFT MANAGER (RN) – SHIFT Exam# 5334 – Full time

The individual will interpret hospital policies and procedures for staff and monitors compliance. Will evaluate staffing needs on each unit and adjust staff assignments hospital-wide as required to meet changing needs.

**For more information or to apply for any of these positions, please contact the Kern County Personnel Department,
1115 Truxtun Avenue – 1st Floor,
Bakersfield, CA 93301**

**Or apply online at: www.co.kern.ca.us/jobs
Or call KMC Human Resources (661) 326-2640
"An Equal Opportunity Employer"**

~ Nurse Practitioner ~

Exam No# 4659
\$7465-\$9112/Mo

~ Physician's Assistant ~

Exam No# 5393
\$7465-\$9112/Mo

Competitive Benefits Package

Immediate Opening

The County of Kern has an opening for a Nurse Practitioner and Physician's Assistant. This individual will interview patients to obtain medical histories and performs physical examinations, orders specified diagnostic tests; diagnoses and prescribes treatment for common illnesses, performs screening or diagnostic procedures, performs other-related services under the supervision of a licensed physician, as permitted by standardized protocols and within the scope of their licensure.

Qualifications:

Nurse Practitioner: Completion of an approved educational program for Nurse Practitioners; current license as a Registered Nurse in the State of California which specifies that the individual is licensed as a Nurse Practitioner or Nurse Midwife; OR Possession of a valid certificate issued by the Board of Registered Nursing authorizing use of the title Nurse Practitioner or Nurse Midwife.

Physician's Assistant: Completion of a Physician's Assistant training program approved by the California Board of Medical Quality Assurance and possession of a current valid certificate issued by the California Board of Medical Quality Assurance. A minimum of one (1) year clinical experience is desirable.



For more information or to apply for this position,
please contact the
Kern County Personnel Department,
1115 Truxtun Avenue – 1st Floor,
Bakersfield, CA 93301

Or apply online at:

www.co.kern.ca.us/jobs

Or call KMC Human Resources (661) 326-2640

"An Equal Opportunity Employer"



Clinical Educator – Acute Care (Lynwood, CA)

Full Time - Day Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

This position is responsible for coordinating and supporting the assessment, planning, implementation and evaluation of hospital wide education. Responsibilities include developing in-service educational programs; evaluating the effectiveness/outcome of programs; evaluating/prioritizing all educational requests in a timely manner; participating in hospital initiatives; and collaborating with management to identify learning opportunities.

The successful applicant will have a Bachelor's degree (Master's preferred) and 2 years of recent educator experience. Requirements include a demonstrated knowledge of adult learning principals, excellent communication/training skills and proficiency in Microsoft Office products. Must have a valid CA RN license, BLS (through AHA), ACLS and current PALS.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Administrative Coordinator (RN) (Sonoma, CA)

The Administrative Coordinator (AC) is responsible for promoting and maintaining quality patient care, through effective management of the activities of the total patient care services during his/her assigned shift.

In the absence of the Hospital Administrator and/or designee, the AC has the authority and responsibility for administrative decisions and appropriate notification of the Administrator on Call. In addition to the below values, the AC is expected to maintain the values of integrity and candor.

Graduate of an accredited school of nursing and holds current licensure in State as a registered professional nurse. A Bachelor's Degree in Nursing or equivalent. At least 5 yrs experience as a staff nurse and 2-3yrs experience as a unit manager or AC. CA RN, BLS, ACLS, PALS.

Skills and knowledge to sustain and evaluate competence in the care of the age and type of patient populations served. Demonstrate leadership, managerial ability and the application of good interpersonal relationships and principles of supervision and administration. Demonstration of continued education to improve and sustain skills in both clinical and leadership areas.

To learn more and apply contact Colleen Wilson at humanresources@svh.com.

Career Opportunities

To advertise call 425-457-4316
Visit cahnews.com to see all available jobs.



HOLLYWOOD PRESBYTERIAN MEDICAL CENTER

CHA Hollywood Presbyterian Medical Center (HPMC), *the official hospital of the Clippers*, is a 434-bed acute-care facility that has been caring for the Hollywood and Los Angeles communities since 1924. With over 500 physicians representing virtually every specialty, CHA HPMC is distinguishing itself as a leading healthcare provider, recognized for providing quality, innovative care in a compassionate manner, and the exciting work we're doing in the area of stem cell research.

At CHA HPMC we have invested in new heart surgery capability, neuroradiology interventional services, new imaging technology and are on the path to becoming a STEMI receiving center. Our credentials continue to improve as evidenced by our stroke certification award in 2011.

We are currently recruiting the following key positions:

- Director, Compliance (part time)
- Clinical Nurse Director, DOU, Telemetry
- Director, Patient Accounting
- Clinical Nurse Director, Emergency Department
- Director, Therapy Services

For more information call Susan Steinberg, Recruiter at 323-644-5808 or apply on line at www.hollywoodpresbyterian.com



Executive Director Ashley House (Enumclaw, WA)

Ashley House is a private, non-profit agency providing services for medically fragile children and their families. They have been providing this care since 1989.

Ashley House is licensed to operate group homes in Kent, Enumclaw, Brown's Point, Northshore, and Olympia.

Deering and Associates has been retained to recruit their new Executive Director.

Ashley House employs about 80 staff members.

This is an excellent opportunity for a seasoned Executive Director to provide leadership and direction in meeting the needs of medically fragile children and their families.

A Master's Degree is preferred with management experience in working with a healthcare or social service organization; working with children; home care experience, and dealing with the medical community.

Salary is open and negotiable and relocation will be considered.

For more information please contact:

George C. Deering
President
Deering and Associates
gdeering08@comcast.net
(425) 264-0865 (Office)
(888) 321-6016 (Toll Free)



*GREAT AMBITIONS. GREAT ACHIEVEMENTS.
GREAT POSSIBILITIES.*

Senior Supervisor, Clinical Lab Technician

In this position, you will supervise certified phlebotomy technicians and hospital assistant staff to ensure smooth, efficient and effective clinical lab operations. This involves directing the work and monitoring the performance of phlebotomists and lab assistants, coordinating specimen processing, educating clinical staff, and leading performance improvement activities.

To qualify, you must have current California Clinical Laboratory Science licensure, a demonstrated academic background, 5 years of recent experience in specimen processing (or equivalent experience) and ideally 5 years of phlebotomy experience.

For more information, please apply online at <http://hr.healthcare.ucla.edu> and reference Job Code H61000 or contact Robin Clayton at RClayton@mednet.ucla.edu. EOE

UCLA Health System



Clinical Pharmacist Specialist (Lynwood, CA)

Clinical Pharmacist Specialist
Day Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

The successful applicant will be responsible for providing the majority of non-dispensing and minor dispensing services to match Emergency peak patient visits and trauma calls. The Clinical Pharmacist Specialist will focus on the Emergency Department medication management and CMS/Quality Indicators. Applicant will also assist in the education of nurses and physicians on quality indicators related to medications for managing AMI, CHF, CAP, stroke, asthma and any future initiatives. In addition, this position will focus on Trauma Service and the provision of cost-effective, evidence based pharmacotherapy.

To be qualified for this position, you must have completed a hospital practice residency and/or equivalent clinical experience.

Licenses/Certifications: CA Pharmacist License. Pharm.D.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.sfranciscomedicalcenter.org. EOE



Over 45,000 healthcare leaders receive Healthcare News publications each month. As a healthcare organization, doesn't it make sense to target recruiting efforts to the people most qualified to fill your jobs?

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