

HRC NEWS & VIEWS

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EMPLOYEE OF THE QUARTER

Chinedu Uche was recently surprised when the Employee Recognition Committee presented her the Employee of the Quarter Award for the 2nd Quarter of 2011. Congratulations, Chinedu!

Chinedu was nominated by a co-worker who shared the following words: "Chinedu works very well with the youth. She always listens to them, intervenes appropriately in each situation when dealing with all types of situations daily. Chinedu has a positive attitude, and is willing to help out whenever asked. She is fair with the youth and provides a safe environment. She treats her fellow employees with respect and always has a

smile on her face."

For this honor, Chinedu's photo is posted in the lobby of Buildings 3 and 5, she received the parking spot of her choice for one quarter, a certificate and \$20 in Chamber Bucks.

Keep up the good work!



Chinedu Uche
Youth Security Specialist II

MOVING ON IN LIFE BY CORINNE JENSEN

Lisa Sedlak completed her last day of work as HRC's Food Service Director on May 3, 2011. She began her employment on November 28, 1983 as a Dietitian and was named Director of Food Service on November 28, 1993. Lisa transferred to the Grand Is-

land Veteran's Home where she will serve as the Food Service Director. We wish her the best in her new position!

After 35 ½ years of service, Carol Kindig, Licensed Mental Health Practitioner, is retiring. Carol's therapy sessions will be over on May 27th, her last

day of work.

Carol will be the guest of honor at a party to be held on May 26th from 1:30pm to 3:00pm in Room 007 of Staff Development. We hope you will stop by to wish her well.

Congratulations, Carol!

**OPEN
ENROLLMENT
ENDS
MAY 20TH
CHECK YOUR NIS-
PASSWORD NOW!
MAKE THIS
YOUR
PRIORITY
TODAY!**



Meeting Medicaid Requirements by Marj Colburn

Some of you have been hearing rumbles that some roles and responsibilities at HRC may be changing. We are working to meet Medicaid guidelines for the facility, and that necessitates some changes being made.

Last summer Nebraska Medicaid contracted with Mercer to complete a review of programs in the state and their compliance with Federal Medicaid guidelines. A team of state Medicaid personnel and staff from Mercer were at HRC in early December 2010 to review medical records and make recommendations regarding our compliance with standards.

Medicaid guidelines indicate that the program at HJCDP needs to be physician-directed. This is by no means a reflection of the work that Dr. Judson does. Dr. Judson and Dr. Wyse will both continue in their roles in the program, but you will be seeing Dr. Wyse attending Treatment Team meetings, meeting with individual youth, completing more documentation in the medical re-

cord and being more involved in the day-to-day operation of the program. Procedures like physical holds can now only be ordered by Dr. Wyse.

Another big change is that the HRC policy related to physical holds has to be modified to include restraint and seclusion. Personally, I struggle with this requirement as HJCDP has been restraint and seclusion free for quite some time. Current practice is only using physical holds for very brief periods of time. According to Medicaid, even though we don't use either restraint or seclusion, it needs to be addressed in policy. The policy has been drafted, and there will be staff training to be sure that all staff understand that our focus remains with physical holds only even though the policy describes other procedures. I'm hopeful that we don't create confusion by including these required elements in the policy per the guidelines.

HRC has to be in full compliance with Medicaid guidelines by July 1,

2012, but between now and then Medicaid will periodically be on our campus, reviewing medical records and talking with personnel about how we are meeting these requirements. A transition date of June 1, 2011 has been selected to start making the shift towards the physician-directed program. This will allow Dr. Wyse the opportunity to meet with physicians in other programs, review the work they are doing, and make sure we are complying with the guidelines.

There should be no apparent changes to the client care being provided to the youth. This is a shift in responsibility within the program. It's important for HRC to meet the Medicaid guidelines as 60% of our budget comes from this source. As we move forward with these changes, feel free to ask questions about what is changing and why. We will do our best to address any concerns you may have. I am confident that Dr. Judson and Dr. Wyse will create an excellent partnership to meet the needs of the youth and of the program.

KIDS SAY THE DARNDDEST THINGS SUBMITTED BY CAROLYN BROWN

When our daughter Lindie, was 3 years old (many years ago), we were blessed with the birth of our second child. We had spent a lot of time preparing Lindie for the arrival of the new baby beings she was an only child for three years.

The arrival came 6 weeks earlier than planned and the new born was only a 3 pd 14 oz baby girl. Needless to say, she had to be in the incubator for a while after her

birth and was not able to go home when I did from the hospital.

We took Lindie to the hospital to see the baby through the window, but she was very disappointed that the new baby could not come home with us NOW.

Back in those days, we lived in a rural community, so we did a lot of



shopping out of the JC Penney and Sears catalogs. Lindie was spending a lot of time flipping through the catalogs one day. I finally had to settle my curiosity and asked her what she was doing. She said, "I am going to order a new baby that will come in a few days and, look mommy, they even come with clothes and everything!"

OPEN ENROLLMENT IS HERE! BY CAROLYN BROWN

Important facts to know as the last day to enroll is nearly here!!!!!!

- ⇒ Open Enrollment is May 2nd, 2011 at 7:00 a.m. until May 20th, 2011, 5:00 p.m. Central Time.
- ⇒ Benefits elected during Open Enrollment will be for the benefit plan year that runs from July 1st, 2011 through June 30th, 2012.
- ⇒ Hopefully, you have already gotten your password for NIS/EnterpriseOne. If not, do it **NOW!** The last date is coming up fast and you don't want to put it off and have the system go down on you and not be able to complete the enrollment. Go to <http://edge.ne.gov> and check to see if your password is active. Pass-

words can be reset by sending an email or calling the DHHS helpdesk at:

DHHS.Helpdesk@nebraska.gov
402-471-9069 OR 1-800-722-1715

- ⇒ All full-time employees must enroll/re-enroll in benefits through the on-line NIS/EnterpriseOne System.
- ⇒ Part-time employees will use the paper enrollment forms that will be sent out to them.
- ⇒ There will not be any live Open Enrollment meetings. Recordings of the vendors and plan highlights are available on the Wellness and Benefits website. <http://www.das.state.ne.us/personnel/benefits>

- ⇒ The Enrollment Options Guide is available on the Wellness and Benefits website
- ⇒ Any changes to your long-term disability, supplemental life, dependent life or AD&D coverage must be made through your agency Human Resources office before the enrollment deadline.
- ⇒ You must have all social security numbers for all enrollees and their covered dependents enrolling in a group health plan.
- ⇒ All employees must re-enroll in the health, dental, vision and flexible spending account plans to have coverage for the new plan year. Current elections in these plans will end on June 30, 2011.

NEW EMPLOYEES BY BETH BARTELL



Cassandra Cushing joins HJCDP afternoon staff as a YSS II. Cassandra worked with youth in a residential program.



Jacie Smith also joins HJCDP afternoon staff as a YSS II. Jacie recently graduated from UNK with a Bachelors of Science in social work. She interned with

DHHS in juvenile probation services.



Dilynne Byers joins the afternoon staff of HJCDP as a Youth Security Specialist II. Dilynne recently worked as a Therapeutic Mentor at St. Monica's in Lincoln, a Residential Treatment Center.

HRC welcomes each of you!

MAINTENANCE PROJECTS IN PROCESS BY JEAN LUTHER

There are several maintenance projects which have been or will be accomplished soon. These items were found on safety inspections or Joint Commission inspections. The dampers needing repair in building 3 have all been fixed, and we are awaiting re-inspection of those. As soon as we pass that inspection, we can resume normal fire evacuation procedures. This will set a lot of minds at ease since we will no

longer have to worry about fire walls and safe areas.

The fire doors in Building 3 were rated and affixed with an appropriate label for those fire doors which met specifications, but did not have the proper label. Gary is awaiting prices for the other fire doors in Building 3 which need to be replaced.

Sidewalks around Building 3 will be

repaired where necessary, and a new walk will be installed leading from the south parking areas to the southwest entry door of the building. This will be completed sometime this summer.

The tiles will be replaced in the south dining hall as soon as the complete tile order arrives from the vendor. The work will be done in sections so the room can still be used by the youth.

MAY OBSERVANCES

National Bar-B-Q Month

National Egg Month

Flower Month

National Hamburger Month

National Mental Health Month

Older Americans Month

Physical Fitness & Sports Month

Teacher Appreciation Month

Teacher Appreciation Week 1

National Pet Week 1

5/1 May Day

5/3 National Teacher Day

5/5 Cinco de Mayo & Children's Day

5/6 International No Diet Day

5/8 Mother's Day

5/10 Clean Up Your Room Day

5/12 International Nurse's Day

5/14 Dance Like A Chicken Day

5/16 Wear Purple for Peace

5/18 Visit Your Relatives Day

5/21 Armed Forces Day

5/30 Memorial Day

5/31 World No Tobacco Day

THANK YOU!

The PVC Doughboys would like to send thanks to all the staff who support our program with buying our products. We work hard and it is nice to see all the support from all of you.

Again, thanks and see you soon!

PVC Doughboys

To Administration and Staff:

Thank you so much for lunch and the goody bag—it was a treasure trove. I had so much fun getting all the things out and what neat, good things they are. The gift certificate is very much appreciated, I/we will enjoy it. I love their bread and eating there. Let me thank you for making it possible to do library stuff and the new program is great. Again, thank you for everything.

Karen Baisinger—Volunteer Librarian

The Arrogance of Authority submitted by Marj Colburn

A DEA officer stopped at a ranch in Texas, and talked with an old rancher. He told the rancher, "I need to inspect your ranch for illegally grown drugs." The rancher said, "Okay, but don't go in that field over there...", as he pointed out the location.

The DEA officer verbally exploded saying, "Mister, I have the authority of the Federal Government with me!" Reaching into his rear pants pocket, he removed his badge and proudly displayed it to the rancher. "See this badge?! This badge means I am allowed to go wherever I wish...On any land!!! No questions asked, or answers given!!! Have I made myself clear... do you understand?!!!"

A short time later, the old rancher heard loud screams, looked up, and saw the DEA officer running for his life, being chased by the rancher's big Santa Gertrudis bull.....

With every step the bull was gaining ground on the officer, and it seemed likely that he'd sure enough get gored before he reached safety. The officer was clearly terrified.

The rancher threw down his tools, ran to the fence and yelled at the top of his lungs.....

"Your badge, show him your BADGE.....!!!"



EGG HUNT A SUCCESS!

Congratulations to Marnie Atkins, Youth Counselor, for being the first employee to find a golden egg during the Egg Hunt in April. Also, Carmen Novak, Housekeeper, found a golden egg and received a special prize shown in the photo at left. You never know what you'll find next. We hope you enjoyed the fun!



One of many window decorations that are displayed at the main entrance of Building 3 thanks to Peg Weseman!

HRC EDITORIAL BOARD

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA



Size 22W Wedding Dress, attached 5 foot train, with hoop, empire waist, short sleeves, sweetheart neckline, clusters of pearls/crystals around neck, on sleeves, on back and train. Worn once, has been cleaned and in bag. \$500.00 or reasonable offer. Call Wanda at Ext. 3161 or 402-845-2055



Saturday, May 21st

3211 Parklane Drive
8:00am to 4:00pm

Furniture, golf clubs, books, kids to adult clothing, Leapster with games, Air-Dyne and antiques.



3217 Parklane Drive
Furniture and more!

CARROT CAKE from the Kitchen of Corinne Jensen

1½ cups salad oil	1 cup nuts, chopped (optional)
2 cups sugar	1 tsp. salt
4 eggs	2 tsp. baking soda
3 cups raw carrots, grated	3 tsp. cinnamon
	2 cups flour

Cream oil, sugar, eggs, carrots and nuts. Add rest of ingredients. Bake in greased 9" x 13" pan at 350° for 45 minutes. Frost with following:

Cream Cheese Frosting:

1 stick margarine, softened	1 tsp. vanilla
8 oz. cream cheese, softened	2 cups powdered sugar

Cream melted margarine, cream cheese and vanilla. Add powdered sugar. Mix well. Spread on cake.

CHANCES TO LEARN

May 10th Opportunity:

State Patrol Trainer, Jeremiah Harmon, will be coming out Tuesday, May 10th, from 1pm-2:30pm, in Staff Development, to present the latest gang training information. He will also be back on Tuesday, May 17th and will do sessions from 1-2:30pm, and again from 3pm-4:30pm. Carolyn has scheduled the coaches and YC's for these training sessions, but if any other staff would like to attend, please notify your supervisor as we would love to take advantage of this special training for anyone who would like to attend. We are also planning on video taping his training so that folks who cannot attend any of the three sessions can watch it at a later date.

May 11th Opportunity:

Milton Creagh, star of the music video "UR Choice, UR Voice" and motivational speaker, will be speaking at HRC on May 11 at 8:30 am—9:55 am in the South Dining Room. This event is sponsored by the BPO Elks, Nebraska Elks Association, and Hastings and Kearney Elks Lodges, and the Nebraska Juvenile Justice Association.

Raised on Chicago's Southside, MILTON CREAGH (KREE uh), aka Bigg Milt, is best known for his hard-hitting, inspirational talks to high school students. Milt is the former host of the national PBS series, Parenting Works. He hosted two prime time specials for WPBA Channel 30. Milton was featured in three nation-

ally syndicated television specials for MTI/Coronet Films. He hosted the Covenant Award winning docu-drama, Masquerade: Unveiling Our Deadly Dance with Drugs and Alcohol, which has aired on over 250 local broadcast affiliates. Milton also co-starred in the award winning made-for-television children's film, Pumpkin Man.

Milt has been a guest on CNN, TBN, FOX's Fox On Family, BET's Screen Scene, 100 Huntley Street, and The Amanda Lewis Show. He has been featured in Jet and Right On! magazines as well as hundreds of newspapers around the country.

Thank you Elks Lodge for making this possible at HRC!