

HRC NEWS & VIEWS

Volume 9, Issue 10

October /November 2013

EMPLOYEE OF THE QUARTER



Terri Wynn was chosen HRC's Employee of the Quarter for October, November and December, 2013. Congratulations, Terri!

Terri is a Youth Security Specialist I and has been

employed at HRC since October 30, 1972. Her co-workers shared the following about Terri:

Terri has worked for the State of Nebraska for 41 years and continues to be a valuable employee. She performs her duties efficiently and effectively and willingly does whatever is asked of her. Terri is respectful to her co-workers and always maintains a positive attitude when dealing with co-workers. Terri is always looking for ways to make the unit run more smoothly. She

has a calm demeanor when dealing with difficult youth and is always respectful of the youth. She is a good role model to her co-workers, and the youth we serve. Terri contributes significantly to the HRC mission and goals.

In honor of this recognition, Terri was awarded a certificate, the parking spot of her choice for the quarter and Chamber Bucks.

Great job, Terri!

GRANT JOHNSON DHHS EMPLOYEE OF THE YEAR

HRC is proud of Grant Johnson who was



chosen for one of the DHHS Employee of the Year Awards. Grant was honored at an award ceremony at the State

Capitol on October 30th. A lunch at the Cornhusker Hotel was provided and special recognition was given during the DHHS Award Ceremony in the afternoon. Partaking in the awards honor was his wife, Christine, and his supervisor, Marj Colburn.

During the DHHS Ceremony, Grant was acknowledged with the

following comments: "Grant has excelled in his role by developing opportunities to evaluate safety and compliance and improve care and processes. The youth in the program are comfortable around Grant and often seek him out to talk and ask his advice. Grant is a certified trainer and often attends additional training

(Continued on page 5)

November is

- Addiction Awareness Month
- American Diabetes Month
- Child Safety Protection Month
- National Family Caregivers Month
- Peanut Butter Lovers Month

Games and Puzzles Week 3

- 11/3 Daylight Savings Time Ends
- 11/5 Election Day
- 11/9 Chaos Never Dies Day
- 11/11 Veterans Day Holiday
- 11/13 World Kindness Day
- 11/15 America Recycles Day
- 11/15 Clean Your Refrigerator Day
- 11/16 International Day for Tolerance
- 11/17 World Peace Day
- 11/21 Great American Smokeout
- 11/28 Thanksgiving Day Holiday
- 11/29 Thanksgiving Holiday and Black Friday

TIME TO CELEBRATE BY MARJ COLBURN



Surprise, surprise! We have been anticipating our Joint Commission Survey happening in January of 2014. Several staff had moved forward to have training ready to get everyone up to speed on the process and making sure all of our bases were covered. What a surprise when we were notified on October 4th that the survey would take place October 16 – 18, 2013! I had heard that the surveyors were running “early” but never imagined that they were talking 3 months early!

With training already developed and ready to roll, Grant stepped up the training schedule and everyone completed the orientation to the Joint Commission process training. Nancy Horsham made sure all of the policies that were planned to be revised were completed and up to date. Maintenance and Housekeeping got a few last minute things taken care of to spiff the place up on the inside and outside. By the time the surveyor walked in the door 12 days after we were notified, we were right on track as if it were January. A great effort by everyone involved.

Our surveyor arrived the morning of October 16th. His approach to the survey was a little different than some of our more recent surveyors. He spent a lot of time looking at policies, procedures, charts, records and reports in an office area with our staff assisting him. His only interactions with the youth were during his tour of the school. When he had questions about certain processes, he asked that those of us assisting him bring that person into the area where he was working.

He did ask early on why we were scheduled for a three-day survey

instead of a two-day survey, based on the size of our program. Come to find out when Corinne and I were completing the application for survey, we wanted to give ourselves credit for the mental health work we do along with substance abuse, and that information was translated on the application as having 2 separate units, one for mental health and one for substance abuse, treating an average daily census of 16 youth on each “unit”. When that was corrected, we did end up having a two-day survey, and the surveyor felt he had adequate time to complete the survey in that amount of time.

There were 9 deficiencies found that need to be corrected. Fortunately, most of these are “easy fixes” and some have already been corrected.

1. The OTR independent living skills goals and objectives are added to the treatment plan at the 30 day review mark but are then eliminated from the 60 day review. There is no documentation of the youth’s progress towards meeting the OTR goals, if the goals have been achieved, or if they were not addressed at all. The format of the OTR goals is also different from the format of the rest of the treatment plan. The surveyor also expressed concern over the length and breadth of the goals.
 - ⇒ This has been resolved by Robin Adams by making the format of the goals and objectives the same and retaining them throughout the youth’s stay, updating as needed. Goals will be modified so they are shorter and more obtainable, adding

additional goals as needed, not just putting them all into one gigantic goal.

2. There was no documentation that the youth, the youth’s family or legal guardian has been educated and agree to the level system used by the facility.
 - ⇒ This has been addressed by making changes to the monitored phone call completed by the HIM department and adding this information to the youth’s Orientation checklist.
3. For a facility using restraint and seclusion, the facility must address any concerns related to physical limitations of the youth or trauma issues that might place the youth at greater psychological risk by using these techniques. Although physical limitations and trauma concerns are located in various sections of the youth’s record, there is no place where this information is pulled together making all staff aware of these concerns.
 - ⇒ This has been addressed by adding information regarding physical limitations and trauma concerns to the personal safety plan of each youth. The personal safety plan is completed and available to all staff within 24 hours of the youth’s admission to the facility.
4. Observed during the building tours, the freezer in the Kitchen had ice on the floor, a large patch of frost around the pipes and wires leading to the fan, creating an unsafe environment. The surveyor also noted

(Continued on page 3)

TIME TO CELEBRATE CONTINUED

(Continued from page 2)

- the thin sheets and torn blankets being used by the youth.
- ⇒ Beman's Appliance was scheduled to make repairs to this freezer. A review of each youth's room was completed on 10/21 and all torn, thin or otherwise damaged bedding was removed and replaced. The quality of the new sheets in storage is questionable, so HRC will be ordering additional bedding. We will also be talking with our laundry service about the return of our newer items back into our inventory, looking at purchasing washers/dryers to do our own laundry, or contracting with a different agency if necessary.
5. Primary source verification of licenses was not completed. The Human Resources Department has to verify through the licensing division, not by copies of licenses submitted by staff, that the person actually is licensed to perform the responsibilities of the position. This process needs to be completed before the license expires.
- ⇒ LaDene has a plan to correct this deficiency.
6. In reviewing documents it was not evident that HRC has identified infection risks based on its setting and the population served. There was no evidence that an infection risk analysis was completed and therefore infection risks have not been prioritized.
- ⇒ Todd Falter, Infection Control Coordinator from LRC, will be on campus to assist Kelly in this process.
7. The organization's infection control prevention and goals need to include limiting unpro-

tected exposure to germs and staff compliance with hand hygiene. With no risk analysis completed, and no prioritization of the risks found, these goals have not been established. It is not clear there is an infection control plan or infection control goals.

- ⇒ Todd Falter from LRC will be assisting Kelly in correcting this deficiency.
8. The document identified as the Infection Control Plan is a summary of surveillance from the past year, not a plan of action for the future. It does not include a description of methods for evaluating its infection prevention and control activities. There is no Infection Control Plan that describes the organization's response when it is aware of or notified of an outbreak of infectious disease among staff or clients.
- ⇒ Todd Falter from LRC will be assisting Kelly in correcting this deficiency.
9. There is no risk assessment that identifies specific characteristics of the individual served and environmental features that may increase or decrease the risk for suicide. A formal tool is not in use.
- ⇒ Dr. Zoucha and Dr. Judson have identified a tool that will be used and both have completed training and are now certified in the use of this tool.

Item #9 is identified as a patient safety concern, so HRC has 45 days to resolve this issue and report to Joint Commission. The remaining 8 items need to be resolved and reported to Joint Commission within 60 days. By December 6th, this report will be completed and submitted to Joint Commission for their approval. If the Joint Commission is

not in agreement with the actions we have taken, we will be required to complete additional work to become compliant with the standards.

As I said before, most of these are easy fixes and many have already been addressed and completed by staff. We must meet the Joint Commission timelines, so work will continue to address these items so the facility is in compliance by the December 6th deadline.

I want to thank everyone who pulled together in a hurry to make sure we were ready to go for the survey, and a special thanks to everyone who took time out of their day to meet with the surveyor, answer questions, and explain processes we use. Without everyone coming together to make this happen, we would not have had the great survey we had.

I hope you all enjoyed the Ice Cream Social on November 6th to thank everyone for their participation in the survey. And thanks again for the great team effort that pulled all of this together!

JOINT COMMISSION SUPER STARS!

★ Grant - rolled with staff training and helped manage the daily survey.

★ Pat - super job on explaining med room processes and tour.

★ Jean and Gary - safety and environment coverage.

★ Chris - explaining the admission process and treatment plans.

TIME TO CELEBRATE CONTINUED

(Continued from page 3)

★ Mr. B – the school tour and explanation.

★ Corinne & Cheri – all the behind the scenes work, scheduling, and documents.

★ Dr. Zoucha – managing the IC interview.



★ Dr. Judson – being a part of the whole process.

★ LaDene & Corinne – managing HR and credentialing.

★ Josh – helping with document reviews.

★ Heather – helping with document reviews and level systems.

★ Lynn & Mary Lou - meeting to explain assessments.

★ Robin – explaining treatment plans and goals

★ Scot & Bill – for coming out to be part of the survey



CONGRATULATIONS BY BILL GIBSON

It has been a while since I have written an article for the News and Views but I thought, given our recent successful Joint Commission survey, I needed to reconnect and express my gratitude and appreciation to all of you for a job well done. The survey report is posted on the secure Joint Commission website, and Marj can share a copy of it with you if you are interested in reading it. In a nutshell, we have nine Requirements for Improvement that we need to address in the next 45 to 60 days. One of them is a Direct Impact Standard concerning the National Patient Safety Goal regarding the use of an approved tool in assessing the youth for suicide. Dr. Zoucha, Dr. Judson have already agreed on an approved tool that will be implemented with our next admission. We also had eight Indirect Impact Standards that we need to address. Three of these involved Infection Control. Marj will be working with staff to make these improvements. Three others involved Care, Treatment and Services and relate to how we use the evaluation completed by our OTR, assess for risk of restraint and notify clients and family about our use of our level system. The other two involved environment of care and human resource credentials verifica-

tion. Most of these will be fixed quite easily and a couple will take more work.

I think that what is exemplary from this survey is that amid all of the stuff we have gone through as an organization over the last three years, we were able to hold things together and demonstrate this type of quality program. My hat is off to all of you for this recognition of a quality service that you provide and all the hard work that it takes from all of you, every day to achieve this recognition. One thing that I will not forget from my involvement with the survey is the comment from David Baisinger during the exit conference. Dave recognized Marj for her leadership of the organization and attributed our success on the survey to her leadership. While I wholeheartedly agree with Dave, Marj will tell you and I will tell you, that she and I just steer the ship. It takes all of you to make the ship go. The fact that Dave would speak up and recognize a fellow coworker is what really caught my attention. I wish we would all do more of that. In fact, I want to suggest that the next time you are just chatting with one of your peers in the organization; you might congratulate them on having a great survey. And taking my own advice, I want to con-

gratulate all of you on having a great survey, and I want to thank all of you for everything you do for HRC.

I know things have been tough with a meager census since the PRTF standards were implemented. Things have become even more confusing with the shift of juvenile services from HHS Children and Family Services to Probation. I want to reassure you that the HJCDP program is valued and needed in Nebraska. Director Adams and I are meeting with Probation to determine what they want from our programs at HRC and Whitehall and we have assured Probation that we want to work with them to make sure our Nebraska youth in need of these services get the appropriate care that they need. We will continue our efforts to develop relations with Probation and the Judiciary to ensure that we have quality programs like HJCDP in Nebraska. The results of our Joint Commission survey verify the quality of our program. Once our plan for our Requirements for Improvement has been accepted, the Joint Commission will provide us with media information so we can share our accomplishment with the rest of Nebraska. Thank you for this awesome outcome.

WORDS TO PONDER BY CAROLYN BROWN

I came across some beautiful words and wanted to share them with all of you.

- * So why is a car's windshield so large and the rear view mirror so small? Because our past is not as important as our future. So look ahead and move on.
- * All things in life are temporary. If it's going well, enjoy it, that won't last long. If it's going badly, don't worry, that won't

last long either.

- * Worrying does not take away tomorrow's troubles, it takes away today's peace.
- * Make peace with your past so it won't screw up the present.
- * What others think of you is none of your business.
- * Time heals almost everything, give it time.

- * Don't compare your life to others and don't judge them. You have no idea what their journey is all about.
- * Stop thinking too much, it's alright not to know the answers. They will come to you when you least expect it.
- * No one is in charge of your happiness, except you.

HOUSEKEEPING NEWS BY MARY ANN KOCH

Can you believe that it is already November? Housekeeping is now over a month into our new schedule and seems to be going well.

We have been able to accomplish many tasks that we previously hadn't been able to get to. That said, it put us in a good spot for our visit

from Joint Commission. We still have many floors that we would like to get done and with the afternoon person we should be able to schedule some soon.

We have completed the Infection Control recommendations and

have worked on getting the ground floor break room up and running.

I want to congratulate Charlene Shay for her 40 years of service here at HRC!

Have a great month with lots to be thankful for!

KITCHEN KLATTER BY JEAN LUTHER

Does anyone remember the old radio program featuring an Iowa farm family titled "Kitchen Klatter"? They had their own brand of kitchen items like spices and flavorings and their own newsletter. They discussed family happenings and gave out comfort food recipes.

What does this have to do with the Nutrition Services department? Seriously, I don't know but when I was thinking about a catchy title for this article that program came to mind. I

can't tell you about family happenings, but I can tell you that the youth will have a great Thanksgiving meal.

The Nutrition Services staff will be working with the Youth Security Supervisors to provide an old-fashioned Thanksgiving meal for the youth complete with the turkey, dressing and all the fixings. They'll even have leftovers that evening like the rest of us. Two of the kitchen staff working that day will help

the YSS's to instruct different youth in the preparation of the meal.

The Nutrition Services department will provide some of the menu items and PVC will provide the rest. The youth will get a break from the normal school lunch program and have all they want to eat. Maybe our client satisfaction numbers for November regarding food quality and quantity will show improvement. Someone remind me to check on that!

DHHS EMPLOYEE OF THE YEAR CONTINUED

(Continued from page 1)

to improve his ability to serve the facility. He has taken on the responsibility of scheduling staff training to ensure there are no lapses. He rec-

ognizes and utilizes the strengths of his coworkers and is generous with compliments for jobs well done. Grant's personal motivation and desire to do the best possible job makes him a true asset."

Congratulations, Grant, on this well deserved honor!

NEWS FROM HUMAN RESOURCES BY CAROLYN BROWN

Welcome to the New Kronos for Facility Employees. We hope you are finding it to be easier to view. Kronos can be viewed at HRC or any place there is internet. The web address is: www.dhhs.ne.gov/kronos.

The home page will display, and you will find the main body of the Kronos home page will provide log-in links, give you important messages, and tips and tricks. There are also links under the Training Documents sections to the training manual and other reference materials.

To log-in: Enter your Employee ID (your ID number on the back of your ID card). If this is your first time logging in, leave the password field blank and you will be prompted to enter a new password. If this is not your first time logging on, enter your previously selected password. Once you sign in, the system monitors your session for activity. After 30 minutes, if Kronos detects no activity, the system logs you off automatically. You can view your postings as well as your accruals.

It is a good idea to read through the "Getting Started with Kronos" A Guide for Facility Employees Man-

ual. This manual will give you instructions to find different information regarding your Kronos Timecard needs.

DHHS expects all employees to comply with the requirements of Wage & Hour law as outline below:

- All overtime eligible employees must report their work hours exactly as they occurred. DHHS employees should report their work time using the prescribed method of time reporting for their particular division or section.
- All overtime eligible employees need supervisory permission prior to working overtime unless there is an emergency or special circumstance.
- Overtime eligible employees are not allowed to "volunteer" to perform extra work without compensation. All work time must be reported and compensated even if it was not approved in advance.
- Most DHHS employees are granted a 30-minute or 1-hour unpaid meal break during each work shift. Overtime eligible employees are not allowed to perform work during this un-

paid meal break without prior supervisory approval. If work is performed, the meal break is considered work time and must be reported and compensated as such.

- Overtime eligible employees who are on-call or who receive work phone calls during their off hours are responsible for tracking time spent on these calls. Time spent must be reported and compensated even if it was not approved in advance.
- Time spent preparing to begin or end work, such as turning on equipment is considered work time for overtime eligible employees and must be reported and compensated.

As an Employee you are responsible to clock in and out as required and submit slips for missed clock ins/outs as soon as possible. You are also responsible to submit Leave Slips to your supervisor in a timely fashion. Be sure to review your Kronos timecard on-line and report any discrepancies to your supervisor and timekeeper no later than the first business day after the end of the pay period.

NUTRITION SERVICES NEWS BY JEAN LUTHER

By now you know that I have taken on the duties of the Nutrition Services Manager. Oh my, there are a lot of things to know!

Meeting the guidelines for the School Lunch Program is a large part of the work done in the Kitchen. Since HJCDP is a residential program, HRC has to follow the guidelines 7 days a week for breakfast, lunch and snacks including the morning and afternoon. Only even-

ing meals do not count in the strict calories, nutrients and sodium counts that go into the rest of the day.

I have already attended training about the school lunch program, gone to a food show where we may have found some FREE software to help with meal planning, and will soon attend training about all the sanitation rules and temperatures necessary for storing and serv-

ing food.

I am still learning all of the requirements needed to run a Kitchen, but if you have questions about the department, please ask. I will try my best to answer them.



A SUPERHERO WAY TO MAKE WORK MORE FUN BY RON CULBERSON, MSW, CSP



A recent article in *USA Today* newspaper reported that several children's hospitals around the country have employed superheroes to wash the windows of the hospital. Now, these are not real superheroes. The real superheroes are too busy making summer blockbuster movies. These heroes are actually employees of window washing companies who wear the costumes of Spider-Man, Batman, and Superman while they wash the windows.

Once again, I am impressed by the creativity and persistence of some organization to do something that makes work not only more meaningful, but more fun. Let me explain why this is so significant.

First of all, when I worked at Children's National Medical Center in Washington, DC, I learned that children love fun, humor, and costumes - even when they're sick. Halloween was the biggest day of the year and hundreds of staff dressed

up in the most elaborate costumes I'd ever seen. And it delighted the children.

So, you can imagine what it would be like for a child recovering from surgery or chemotherapy to see Spider-Man washing her hospital room window. This is the most significant impact of an effort like the superhero window washers. It benefits the patient who is their customer.

Second, the employees who get to dress up like superheroes also have fun. How cool would it be to scale the wall of a hospital in a Batman costume? It *has* to be fun. You can't dress like Batman without smiling and feeling a like a superstar. So, the deliverers of the window washing service also benefit because now, their work and their work environment are more enjoyable.

Lastly, the public benefits. Every time I mention this effort to one of my audiences, I see a ripple of smiles go through the crowd. It touches their hearts *and* their funny bones and more importantly, it causes them to think about how

they might do this in their own jobs.

So, how do you make this happen in your organization? Consider the following:

1. Look at everything you do as a **process** and see if you can make the steps of that process more fun. If you have to run a meeting, what would make the meeting more enjoyable for the attendees?
2. Create **buy-in** from colleagues and leadership by showing how your effort would benefit staff, customers, and constituents. There must always be a clear positive connection between an effort and the outcome.
3. Take advantage of the opportunity to get some good **PR** with your effort. Use the local and national media to highlight the work you did.

Have **fun** with the project. If you're not having fun developing a fun effort, you've missed the point!

If you're willing to turn your work into a superhero effort like the window washers did, you too can make your work a lot more fun.



New, Rocketa Scooter. 250 CC. 480 Miles. 70 MPG. Price 2K. Would consider trading for a motorcycle.
Contact: Phill Parker



Six foot Ranger truck bed liner.

Two years old, used for six months.

New cost \$250, asking \$100 or best offer. Contact Wanda Yoachim Ext. 3161 or 308-380-4720

PUZZLE CREATED BY MARJ COLBURN

Try your luck at finding the word hidden in the puzzle. The clue is at the bottom along with all the blanks to fill in. To find the word, you cannot cross over any letters. The highlighted letters will get you started and finished. Submit a copy of this page with your answer to Corinne before December 18 to have your name entered in the drawing for a prize. Good luck!

Appreciation for how we roll!

O	T	H	E	G
F	R	R	K	R
K	S	O	W	E
T	N	M	A	A
A	H	E	T	T

T _ _ _ _ _ K!

HAPPY THANKSGIVING!

MAINTENANCE NEWS BY CHERI DELAY & GARY PEISIGER

Several changes are happening in the Maintenance Department. Our working hours will now be 8:00 a.m. to 4:30 p.m. Steve Fielder will be supervised by Jean Luther, and Dean Stromer will be supervised by Josh Albrecht. Steve will be working on the safety inspection corrections and the overall appearance of Building 3. Dean will be working with the Community Service needs of the youth along with keeping Building 3 in tip top shape.

Dennis Stromer, Jerry Dierfeldt and

myself will handle the rest of the buildings, grounds, and power plant. I am sure there will be a few bugs to work out with the new system so have a little patience with us, and we will get it worked out.

Watering, mowing and keeping the grounds maintained have kept maintenance busy in the last several months along with getting other areas ready to be painted in Building 3. Plans have been made and parts ordered to have this unit repaired as quickly as possi-

ble. Maintenance staff have also been getting the snow removal equipment ready to go, and we can hope they won't have to use it any time soon. But don't panic — we will still get the snow removal done as in the past.



HRC STAFF IS GRATEFUL FOR

- ◆ Good health, grandkids and family, and good co-workers. Ruth
- ◆ Family and grandkids. Gary
- ◆ For what I have, good health, job to make ends meet, close family . Cheri
- ◆ For what I have. Shelly C.
- ◆ My family and I are healthy. Mary Ann
- ◆ Family. Pat
- ◆ Family, job, grateful for Thanksgiving and Christmas. Dean

- ◆ Good health. Sufian
- ◆ God's grace. Sandra
- ◆ The nice new breakroom on the ground floor and health insurance. Jean
- ◆ Good health. Dave
- ◆ Family and support from them. Pam Sa.
- ◆ Lot of things: friends, family and that I have a job. Ruth K.

- ◆ For job. Shelley O.
- ◆ Son and daughter-in-law and two of the cutest grandkids you have ever seen have moved back to Hastings. Kay
- ◆ To wake up each morning. Carmen.
- ◆ Family, good family health and God in our lives. Steve F.
- ◆ Husband and family, good health. Charlene
- ◆ Kids and grandkids are happy and healthy. Kris

- ◆ All the great people I work with and good food coming up for the holidays. LaDene
- ◆ For family and good health. Kelly
- ◆ Life in general. Kennie
- ◆ My husband. Marnie
- ◆ I'm healthy, my family is healthy and son's medical report was better than expected. Carolyn J.
- ◆ Kids, grandson and good health. Micki
- ◆ Family, good health and job. Connie
- ◆ Excellent staff at HRC and grateful to have Corinne. Dr. Zoucha
- ◆ Family and job. Peg
- ◆ Halloween. Steve
- ◆ Family. Kelsey

- ◆ Family and their health and well-being, own health and gas only \$2.93 in Grand Island. Troy
- ◆ Family. Carol S.
- ◆ Rain and snow; spark plugs for this snow blower! Dan
- ◆ Family and dog. Allison
- ◆ Inspiration of comic super heroes. Bryce
- ◆ To have a job. Henry
- ◆ The Chamber Bucks given for years of service. Randy
- ◆ My family and the fact that we all seem to be healthy. Also, I am thankful for the friends that I hold near and dear. I'm also thankful for my ornery ol' doggie, Margaret, who always jumps and howls for joy when I come home and has a hard time getting around the rest of the time. Makes me feel good every day. I'm thankful we all get to remain employed and I'm happy that I have a higher power to turn to when needed. Kathi J.
- ◆ Still alive and chemo is working. Rochelle
- ◆ Family and chicken wings. James

- ◆ Family and job. Sue C.
- ◆ Having a job. Renee
- ◆ Family and new job. Dawn
- ◆ My wife. Dan
- ◆ Family and job. Debbie
- ◆ Health and good job. Donna
- ◆ Family and great supervisor. Dr. Judson
- ◆ God, daughter, parents, family, friends, love, choices, seasons, gardens, flowers, animals, dreams, smiles, happiness, color, change, comfort, forgiveness, rainbows, hope, sunshine, memories, generosity, hugs and kisses, humor, kindness, laughter, children, elderly, miracles, freedom and YOU Janet
- ◆ Good health God has given me, my family, friends and my job. Judy
- ◆ Health family. Marsha
- ◆ Pepsi and chocolate. Tami

2013 DHHS YEARS of SERVICE AWARDS

40



Left to right: Lt. Gov. Lavon Heidemann, Wanda Yoachim, CSA Recruiter, Kerry Winterer and Matt Clough

40 YEARS OF SERVICE RECIPIENTS
NOT PRESENT

Peg Weseman Jean Luther

40



Left to Right: Lt. Gov. Lavon Heidemann, Charlene Shay, Housekeeper, Kerry Winterer and Scot Adams

40



Gary Peisiger, Maintenance Supervisor

30



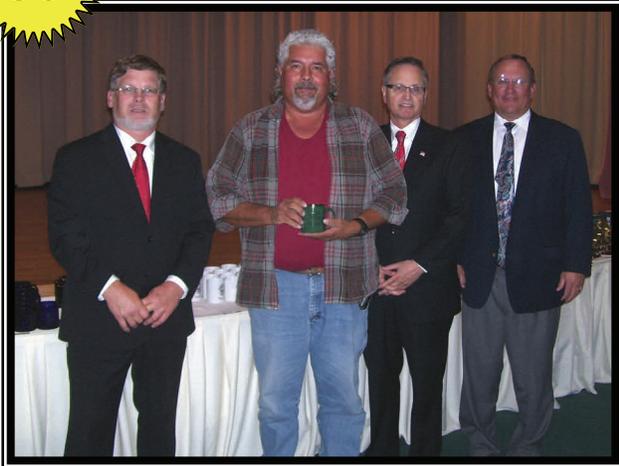
Lynn Folcik, Licensed Mental Health Practitioner

35 YEARS OF SERVICE RECIPIENT
NOT PRESENT

Mary Bishop

2013 DHHS YEARS of SERVICE AWARDS

35



Steve Fielder, Maintenance Specialist

30



Marsha Utecht, Food Service Cook

20



Randy Coil, Human Resource Officer

20



Sandra Warford, Supply Worker

15



Jerome Dierfeldt, Stationary Engineer

THANKS FOR YOUR
CONTRIBUTIONS THROUGHOUT
THE YEARS!

- ◆ Clean and sober; good health of kids and grandkids. Kathy S.
- ◆ Family and jobs. Mary B.
- ◆ Family and moving forward with renovations. Heather
- ◆ Family, friends, health and great co-workers. Linda
- ◆ Family, friends, the upcoming renovations and the GREAT TEAM that works together at HRC. Marj
- ◆ Family and closeness. Chris M.
- ◆ Family and health. Diane

- ◆ Children, grandchildren and all my brothers and sisters. Jane
- ◆ Working with caring people who are dedicated to the work they do. Tony
- ◆ One year old grandson, faith, two daughters, friends, special guy, my job and living in the USA. Karen N.

- ◆ Family and how close we all are, support received from caring friends, thankful for health and looking forward to the future. Terri
- ◆ Healthy husband, good job and health kids. Pam Sc.
- ◆ Daughter has good life of her own and is happy. Phil
- ◆ Good health. Doug
- ◆ Happy to be seizure free for four years. Brett
- ◆ Family and good health. Kay E.
- ◆ Family, kids, job and everything. Jeri C.

- ◆ For team support at HRC. Grant
- ◆ Job. Robin
- ◆ Support from friends and grandson. Lynn
- ◆ Opportunities and family. Brian
- ◆ Wonderful family, having good health and continue to have job. Joann

- ◆ Friends and family and past mistakes. Shannon
- ◆ My good health is one among many. Corinne
- ◆ Family harvest is over, everyone safe and sound, my kids and grandkids, we're all healthy to move onto the next project. Wanda
- ◆ Still alive; grateful for VA to finally do back surgery; feeling 100% better. Tracy
- ◆ Family and sweet grandbabies. Chris K.
- ◆ Opportunity to play a positive role in people's lives. Clint
- ◆ Get to go to school. Jessica
- ◆ Good health. Jerry
- ◆ Family and friends. Vicki
- ◆ Family, friends and deer hunting. Greg

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Jean Luther, 3383

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

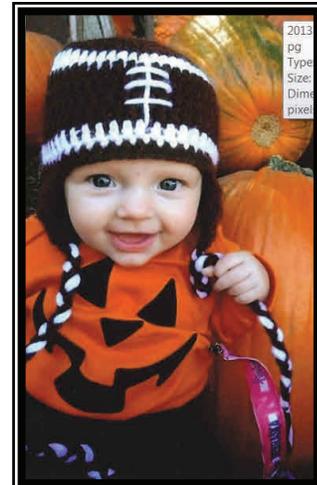
2013 HALLOWEEN TRICK OR TREAT



Jane and her grandchildren.



Youth Security Supervisor, Tracy



Lynn's grandson, Brayden.



Caroline and Clara, granddaughters of Wanda Yoachim.



Karen and Grandson, Bryce.



Marj's grandchildren, McKenzie & Tyson.



HAZARD VULNERABILITY ASSESSMENT BY JEAN LUTHER

Annually, a group of people meet and discuss the hazards to which this facility may be most vulnerable. A standard form is used and each type of hazard or disaster that might befall a facility is listed; i.e., tornado, riot, pandemic illness, etc. The group then discusses whether the hazard is likely to happen, how significant the disruption would be and how well we are currently prepared. A formula is used to give an overall risk rating. Our scores are much different than a hospital and

so most of our hazards are weather related.

A report is written on those hazards which score the highest and why they were rated the highest. Following are the areas of vulnerability in descending order:

1. Tornado
2. Civil disturbance (like a gang riot due to the type of population at the facility)
3. Internal fire (due to the amount of smoking contraband found)

4. Blizzard or Ice Storm
5. Temperature Extreme (this could happen if the heating or cooling system was inoperable during very hot or cold weather)

If you're eager to learn more about the report, process or standard, you can contact me, and I'll be glad to give you more information.