



The Administrator's **Advocate**

July 2019

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**REGISTER NOW! AUGUST 14-15th INHAA CONFERENCE
CONTINUUM OF LONG-TERM CARE.....CONNECTING THE DOTS
CONFERENCE BROCHURE/REGISTRATION INFORMATION ATTACHED
[TO REGISTER CLICK HERE](#)**

Wednesday, August 14 – Thursday, August 15, 2019

Hilton Doubletree, Bloomington, Illinois (note new location) Join

your friends and colleagues to learn about:

- *“Behaviors” as Communication – Learn How to Speak my Language*
- *Understanding Behavior & Learning to be with People Living with Dementia – Partnering with Family Members in the Care of their Loved Ones with Dementia*
- *Discovering the Power of Words: The Language of a New Culture of Aging*
- *Falls: An Interdisciplinary Approach*
- *PDPM Survival Guide*

A NOTE FROM THE PRESIDENT

In an attempt to better serve our members, the Board has revised and approved the INHAA By-laws. The revised bylaws are [attached here](#). During the August 14-15, 2019 conference in Bloomington, IL, INHAA will present the revised by-laws to the members present and ask the members present to approve the revised by-laws. If you have questions regarding the revisions, please contact the Bylaws Committee Chair, Lester Robertson, Jr. at lesterrobertson1@yahoo.com. Thank you and we look forward to seeing you in August.

INHAA BOARD OF DIRECTOR ELECTION TO BE HELD AT THE NOVEMBER ANNUAL CONVENTION

It is time to decide if you would like to run for election to serve on the INHAA Board of Directors! Please contact Nomination Committee Chairperson, Kim Seaman at k_seaman16@yahoo.com to submit your bio. **All names received by October 7th, 2019 will be added to the ballot forms.** Only active members whose license is in good standing and who have been members for two or more consecutive years are qualified to be elected to the INHAA Board. Additionally, board members must be willing to attend the board meetings held prior to each seminar (four times per year) and be dedicated to actively supporting the organization and its members. Each board member serves for a three

year term. For more information and a full list of current INHAA Board of Directors please refer to our website www.inhaa.org.

ROCK ISLAND CONTINUING CARE RETIREMENT COMMUNITY, FRIENDSHIP MANOR, CELEBRATES 40 YEARS OF FRIENDSHIP

Source: Friendship Manor

Rock Island Continuing Care Retirement Community, Friendship Manor, Celebrates of 40 Years of Friendship. Rich in History and Fellowship. Many of us have heard or know of Friendship Manor. What you may not know is that Friendship Manor (the Manor) is here today because of the International Order of the King's Daughters and Sons (KDS), a nonprofit organization first organized in New York in 1886 for the purposes of Spiritual Life Development and Stimulation of Christian Activity. Prior to the Manor opening in June of 1979, The Illinois Branch of the International Order of King's Daughters and Sons had been operating the KDS "Rest Home". Donated by Harry H. Cleaveland and opened in 1942, it was known as the Cleaveland Home and was located in downtown Rock Island. [CLICK HERE TO VIEW PRESS RELEASE](#)

CALLING ALL INHAA MEMBERS! WHATS HAPPENING IN YOUR FACILITY?

INHAA would like to hear about your facility. Maybe you just celebrated a staff person's work anniversary or maybe your facility just underwent an expansion project and now have new space to show off. Are you celebrating achievements of a certain staff member with an "employee of the month" celebration? Has your company recently celebrated a milestone? Would you simply like to get your name out there among your fellow INHAA members? We want to hear about success stories or new things that might be happening in your workplace. Please send information and photos to the INHAA coordinator, Vicki Wiltsie at vwiltsie@inhaa.org. We think our members will enjoy seeing what others are doing in their facilities. This is a great opportunity to highlight your accomplishments!

REMINDER - NOVEMBER 30, 2019 LICENSE RENEWAL DATE FOR ADMINISTRATORS

Just a reminder - November 30, 2019 is the license renewal date for Administrators. **If you need CEU's to fulfill your requirements for the 11/30 license renewal, you can obtain 10 CEU's total by attending the August conference. You can also earn 11 CEU's by attending the November 7-8, 2019 convention.**

NEW FACES

Written by Charles Hutson, INHAA Board Member

I noticed at the June Conference what seemed to me to be a greater number of faces that I wasn't very familiar with. I watch people a lot, so I was surprised to focus on so many faces I maybe hadn't focused on before. I know they weren't all "new", but maybe I just didn't notice so many before. Or maybe I'm just beginning to feel my age.

I turned 67 this year, not old by any means in our territory. Young by nursing home resident standards...but not so young for nursing home staff standards. In whatever position we hold in the nursing home profession in day to day operations, our bodies...our souls...can only take so much. If we're lucky, we know when it's time to get away. I was helped along in that decision by the last company I worked for. After shaping, molding, sculpting my facility, the staff, and the operations for more than 17 years, I was ushered out the door with little more than a box of my things and a feeling that I was leaving my co-workers to the mercy of the system. I was disappointed to say the least. I wasn't quite ready to go. I still had more to give. I wasn't ready to give it up...until I found myself interviewing for new jobs and new locations.

Each time I was interviewed, I found myself questioning...if it was all worth it anymore. I knew what the job entailed, so mostly it was a matter of the location, the money, and the time. Each time I was offered a job, I gave it serious consideration. I weighed out the pros and cons, a big one being...you know...like being out of a job versus having a paycheck coming in when you're not retirement age yet. Retirement had not been in my personal or financial plan yet for this time in my life.

But it was during these talks and considerations that I began to realize that I was getting older. In the few years leading up to these considerations, it struck me more and more heavily that some friends, peers, relatives and acquaintances of my age and younger...had come to untimely ends. I'm sure they thought that they would have more time to live out after retirement with their families and friends and such, but that was not to be for them. How long did I have I wondered? I mean, after all, the job of NHA is kinda stressful. Who is to say that one day working won't bring a heart attack or stroke? And quite frankly, I was beginning to feel a LOT less stressed with each new day away from the daily job...and I really liked it!

As I say though, I seriously considered each new job offer because at the very least, having that money coming in was...comforting. But each time...I ended up saying..."NO. I don't want to do this anymore. I've had it. I'm done."

So, after about 8 months, I firmly reconciled with myself that I was indeed, done. I got a few more offers for jobs, some just interim, and I still thought about some of the more attractive ones...but I didn't even want to do that. And at every conference I attended I heard of another administrator who had retired, or sold out, or left the field, or...died. At some of the slower conferences in non-renewal years, I even began to wonder...who will be left to do this job?

And though I did see more and more new faces at each conference, I also saw the rules and regulations and enforcements and penalties keep ratcheting up and up and up until I wondered...who would even WANT to do this job any longer? And is it even doable!?!?

AHHH! But there you are with your new faces! New faces full of energy and youth and optimism and can-do attitudes...and those feelings of invulnerability I remember from so long ago! I was heartened as I looked around at the June Conference! Though so many of those old familiar faces we've known over the years are gone, there are those new faces, and I feel good about that! Even on the INHAA Board I see those new faces...and I find myself to be one of the "old guys" ...second in seniority only to Dwight Miller. I don't think I planned it that way. It just happened.

It's a little surreal to find yourself...older...and no longer working at that day to day job that you've done for 35 years...and carrying a Medicare Card. Now that was surreal...receiving my Medicare Card. I must've handled hundreds, if not thousands of Medicare Cards over those 35 years...but none had my name on it.

But the point of all this, and I mentioned it briefly at the conference, is that I am thankful that there are still so many of these new, younger faces to take on this ever changing, ever challenging, ever more daunting job of Nursing Home Administrator! As we older members of INHAA step down from that day to day, many of us still attend these conferences though we are fairly confident that we'll never take another job, because...we still care! We still want to be involved somehow in continuing to maintain the professionalism of this field in at least some small way.

Though the rules and regulations continue to change and become even more odious (I like that word, and it really fits. It means extremely unpleasant and repulsive)...though the changes continue, there are still those new faces...your new faces...and even newer faces to come who will rise to the challenge...who will take on this beast of a profession...and also take on the proud title of Nursing Home Administrator...for life!

From the older NHAs to the newer NHAs, thanks for being here. In spite of it all, we have somehow loved this job, somehow met the challenge...and somehow... survived! And though we older NHAs may never actively use the information that is presented at INHAA conferences, we will continue to do as much as we can to make sure the information provided by INHAA is current, and accurate, and valid, and hopefully even helpful...as you continue the INHAA tradition of caring to try to make our profession a better place to be! I would encourage all of you to share the INHAA with your peers. There is nothing else like it!



SAVE THE DATE! INHAA 2019 CONFERENCES
August 14-15 Conference, Hilton Doubletree Hotel, Bloomington November
7-8 Convention & Expo, Crowne Plaza, Springfield, IL

EXTENSION IN DUES DATES/ESTABLISHED DUE DATES FOR PAYMENT OF THE MONTHLY OCCUPIED BED PROVIDER ASSESSMENT

Source: HFS

The Monthly Occupied Bed Provider Assessment due date for long term care providers for the May 2019 assessment period/February 2019 reporting period, originally due May 15, 2019, and extended to June 17, 2019 **was due on June 17, 2019**. For additional information about extensions and established dates [CLICK HERE TO VIEW PROVIDER NOTICE](#)

ENROLLED LONG TERM CARE PROVIDER COST REPORT FOR LONG TERM CARE FACILITIES INCLUDING NURSING FACILITIES, ICFDD'S AND SMHRF'S

Source: HFS

All Long-Term Care facilities enrolled in the Medicaid program must file a Financial and Statistical Report for Long-term Care Facilities. This form is commonly called a cost report and is filed in the Bureau of Health Finance within 90 days after the end of the facility's fiscal year. The cost report form changes each year, so make sure the proper form is used. Long term care units within hospitals which provide Medicaid services must file this cost report form. Additional details regarding preparation and filing requirements can be found in the cost reporting instructions. [CLICK HERE TO VIEW PROVIDER NOTICE](#)

UPDATE: NEW SECTION PUBLISHED UNDER THE COMPREHENSIVE BILLING GUIDE FOR MEDICAID MANAGED CARE SERVICES

Source: HFS

The Illinois Medicaid Managed Care Organizations (MCOs), in collaboration with the Illinois Association of Medicaid Health Plans (IAMHP), have developed a Comprehensive Billing Guide for Medical Assistance Program providers. This billing guide is designed to help providers who are contracted with the MCOs understand the general MCO billing requirements. [CLICK HERE TO VIEW PROVIDER NOTICE](#)

IDPH LTC ADVISORY BOARD/DD FACILITY ADVISORY BOARD MEETING SCHEDULE

Source: IDPH

Long-Term Care Facility Advisory Board Meeting schedule August 15, 10 a.m. – 12 noon – agenda TBA
DD Facility Advisory Board Meeting scheduled for August 7, 10 a.m. – 12 noon – agenda TBA

122 S. Michigan Ave., Room 711, Chicago; 525 W. Jefferson St., 4th floor, Springfield; 4212 W. St. Charles Rd., Bellwood
5415 N. University St., Peoria - contact Connie Jensen, Bureau of Long-Term Care at **217-785-9165**.

EMPLOYMENT ALLEY

SEEKING HIGHLY QUALIFIED PROFESSIONAL to manage all facets of a large CCRC on the NorthShore of Chicago. The project includes a 150-bed skilled care nursing facility and a 120 unit assisted living facility. Must have proven track record of managing large organizations of 250 professional and non-professional staff. Accounting and finance, along with a proven record of financial successes are prerequisites. Must be able to operate the daily operations with minimum ownership involvement. A nursing home administrator's license is not necessary for the right candidate. Salary range begins at \$200,000 plus a generous benefit package. Performance bonus included. Contact Arnie Goldberg at 225-543-7200; arniegoldberg1@gmail.com for more information.

HUMAN RESOURCES DIRECTOR With locations throughout the Chicagoland and central Illinois area, Premier Healthcare is seeking an experienced and committed professional to join our management team, as Human Resources Director. The Human Resources Director is directly responsible for the overall administration, coordination and evaluation of the human resource function. Job requirements include: Competencies: Business Acumen, Communication, Consultation, Critical Evaluation, Ethical Practice, Global and Cultural Awareness, HR Expertise Leadership & Navigation, Relationship Management, Travel (primarily local during the business day, although some out-of-area and overnight travel may be expected). Preferred Education and Experience: Bachelor's degree and five to ten years' long-term care experience or training, or equivalent combination of education and experience are required. Master's degree and SHRM-SCP, SHRMCP, SPHR, or PHR certification are preferred. Candidates may email resumes to Abby at galvarez@PremierHM.com.

MDS CONSULTANT Looking for a change? Premier Healthcare is seeking a strong experienced MDS Consultant candidate with the desire for providing quality healthcare to oversee 5 facilities in IL. As an MDS Consultant you will need strong assessment skills, MDS, PPS, and care planning. Good communication skills, detail oriented and organized a must. AANAC Certified preferred. Job Requirements: Current license in the state of IL-RN, at least 2 years of experience in MDS, Care Plans, MDS 3.0 Knowledge a must, Computer skills required, Willing to Travel in state, Benefits include: Great compensation, Medical, Dental, Vision, Vacation, Sick, 401k and more. Candidates may email resumes to Abby at galvarez@PremierHM.com.

Employment Alley is published monthly for INHAA members and business members. There is no cost to current INHAA members to run employment ads. The cost for nonmembers is \$50/month. A business member listing is \$100/month. Send your ad (approximate 55-words) and payment to INHAA, PO Box 272, Rochester, IL 62563 or via email vwiltsie@inhaa.org; fax 708-248-8078. For further information please call Vicki Wiltsie 708-800-6161.



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