



# Su Casa

September 2011

## Employee of the Quarter

John Ayers has been with Casa Colina for three years. He graduated from Weber State University in Ogden Utah with an AA degree in Nursing. He worked originally at Filmore Community Medical Center, which was a rural 20 bed community hospital in Utah. John needed to become a very flexible nurse with great clinical skills as he took care of all patients and worked in all areas of the hospital from the ER, Labor and Delivery, as well as Med-Surg. John enjoys the challenge of working at Casa Colina. "I like the idea of watching people progress in all aspects of their care. Its like a puzzle putting it all together." John acts as a preceptor for new staff and recently obtained his CRRN.

John also holds Bachelor's Degree in Theology from Pacific Baptist College here in Pomona. He is very involved in his church and ministry. He teaches Sunday school and Junior Church at Lighthouse Baptist Church in LaVerne. When he is not providing physical or spiritual care, he can be found enjoying the outdoors either snorkeling, boogie boarding or mountain biking. He is married to his wife Miriam. Congratulations John!!



John Ayer, RN, CRRN with CEO Dr. Loverso

## Department News

The Transitional Living Center experienced an unannounced survey by the Department of Social Services last month. The survey went extremely well and no deficiencies or recommendations were found. The surveyor stated that the cleanliness and organization of the facility were a breath of fresh air compared to most of the facilities she visits.

*Congratulations TLC!*

Rancho Pino Verde in Lucerne Valley was surveyed this summer with no deficiencies and Apple Valley had their licensing survey last October with no deficiencies found. Another milestone achieved by the high desert programs is their safety record. Lucerne Valley has had over 300 days without a recordable employee injury; Apple Valley is working toward their 200<sup>th</sup> day injury-free day. Rod Peek, VP Brain Injury and Neuro-Behavioral Programs stated he is "very proud of the employees' continued focus on, and devotion to, their residents and to the overall success of their programs."

*Congratulations - the high desert rocks!*

## Construction Update

Dr. Felice Loverso, President and CEO announced to employees attending the CEO forum last month that Casa Colina received approval for the bond/loan required to build our 31-bed medical-surgical hospital. This is a significant accomplishment and marks the beginning of a multi-year project conceived by the board of directors over ten years ago. The new hospital will be a two-story, state-of-the-art facility with 31 private rooms, three operating rooms and four SICU beds and will be located behind the Imaging Center, east of the existing hospital.

The new parking lot on Bonita is expected to be completed by October 1<sup>st</sup>. By November 1<sup>st</sup>, construction on the medical office building (MOB) is expected to begin. The MOB will be built as an extension to the current outpatient clinics going toward the east. January 1<sup>st</sup> has been targeted as the date the completed plans for the 31-bed hospital will be submitted to OSHPD, the agency that reviews plans for seismic safety. The approval process is estimated to take approximately one year.

Within the current hospital, the refurbishment of the ADL room is planned for October and construction on the final phase of the Laboratory expansion is set to begin by December 15<sup>th</sup>. "None of this would have been possible without the dedication and effort of Casa Colina employees", remarked Dr. Loverso. Look for more updates in future issues of the Su Casa, the CEO forums and from your department director.

## Welcome to Casa Colina

Gina	Cortese	Mammography Technician, Imaging
Julie	Gagnier-Kicker	MRI Technician, Imaging Center
Martha	Kidd	Residential Technician, TLC
Gloria	Ortiz-Luis	Phlebotomist, CCH Laboratory
Daniela	Rodelo	Medical Assistant, Physicians Clinics
Annette	Salama	Activities Director, Adult Day Health Care
Tyrone	Williams	Certified Nursing Assistant, Casa Colina Hospital

***Congratulations to the following employees for their achievements:***

*Marty Cisneros, RN, was promoted to Clinical Supervisor, Nursing  
Lolita Samanta, Medical Records Processor, obtained her Certified Coding Specialist credential*

*Pablo Nowell, Residential Aide, was promoted to Case Manager at Casa Colina Apple Valley*

*Sheryl Pagulayan, LVN, received her RN and was promoted*

*Congratulations to the following Therapy staff for attaining a higher level in the ILead clinical ladder program:*

*Miranda Conboy, PT Outpatient -Level 3*

*Lisa Ewan, PTA, Inpatient-Level 2*

*Lien Hoang, OT, Inpatient-Level 2*

*Suzie Johnson, PT, Outpatient-Level 4*

*Annette Jones, Clinical Coordinator, Outpatient-Level 4*

*George Kopiloff, PT, Outpatient-Level 4*

*Lauren Leporini, PT, Transitional Living Center -Level 3*

*Patty Roney, PT, Outpatient-Level 4*

*"The ILEAD program is an opportunity for staff to be recognized for their accomplishments that benefit Casa Colina and the community we serve. I am very proud of all they have achieved" stated Stephanie Kaplan, PT, DPT, ATP, Director of Rehabilitation.*

**Ask Bugsy**

**Dear Bugsy, With the flu season just around the corner, what's the difference between the cold and the flu? From: Sneezzy**



**Dear Sneezzy, Great question! Please see the table below. Hope it helps.**

**Is It a Cold or the Flu?**

Symptoms	Cold	Flu
Fever	Rare	Characteristic, high (102-104 F); lasts 3-4 days
Headache	Rare	Prominent
General Aches, Pains	Slight	Usual; often severe
Fatigue, Weakness	Quite mild	Can last up to 2-3 weeks
Extreme Exhaustion	Never	Early & prominent
Stuffy Nose	Common	Sometimes
Sneezing	Usual	Sometimes
Sore Throat	Common	Sometimes
Chest Discomfort, Cough	Mild to moderate; hacking cough	Common; can become severe
Complications	Sinus congestion or earache	Bronchitis; pneumonia; can be life-threatening
Prevention	None	Annual vaccination; antiviral medicines---see your doctor
Treatment	Only temporary relief of symptoms	Antiviral medicines---see your doctor

Have a question for Buggy? You may contact her via e-mail ([infectioncontrol@casacolina.org](mailto:infectioncontrol@casacolina.org)) or at extension 3207.

**CHANGES TO THE CASA COLINA PAID TIME OFF (PTO) POLICY**

As outlined in the last two issues of Su Casa, significant changes to the Paid Time Off (PTO) policy affecting all employees with benefits became or will become effective in 2012. While the effective date of the procedure change was September 1, 2011, enforcement of the new "cap" or maximum will not occur until June 2012. Changes effective September 1st include:

- Cash-out option for Casa Colina Foundation
- Cash-out option as contribution to your retirement
- Hardship cash-out limited to limited to once per year in the following emergencies, only:
  - If the employee is at risk of losing his/her home or apartment
  - Death, illness or injury in immediate family

**Important Dates to Remember:**

- October 5, 2011 ..... semi-annual cash out bonus forms available
- November 7, 2011 ..... deadline to submit requests for semi-annual cash out bonus
- November 21, 2011 ..... checks for semi-annual cash out bonus distributed
- May, 2012 ..... semi-annual cash-in-lieu of time off may be requested
- June 1, 2012 ..... Paid Time Off bank **STOPS** accruing if employee is at the "cap"

The new PTO Bank Maximum accrual will be:

- 200 hours for employees at the 1-4 years of service level
- 240 hours for employees at the 5-9 years of service level
- 280 hours for employees at the 10+ years of service level

Since PTO will no longer accrue after you reach your maximum level it is very important that you monitor your accrual and plan to take Paid Time Off or submit cash-out requests in November and/or May. You will never lose your accrued hours, but will not accrue any more and cash out requests will not be accepted at other times during the year.

**Any questions, call Human Resources at X2154.**

**DUCK THE FLU THIS SEASON**



**The Flu Clinic will be located in the Hospital Classroom**

- October 10<sup>th</sup> 10am-11am & 5pm-7pm**
- October 12<sup>th</sup> 9am-10:30am (admin conf room) & 2pm-3:30pm**
- October 14<sup>th</sup> 11am-1pm & 5pm-7pm**
- October 17<sup>th</sup> 10am-11am & 5pm-7pm**
- October 21<sup>st</sup> 11am-1pm & 5pm-7pm**
- October 24<sup>th</sup> 10am-11am & 5pm-7pm**
- October 26<sup>th</sup> 9am-10:30am & 2pm-3:30pm**

**Beginning October 3<sup>rd</sup>, You may also obtain your flu shot at ADH**

**M – F 7am-11am & 1pm-4:30pm**

**Those employees that complete their paperwork before October 31<sup>st</sup> will be entered into a raffle for lots of fun prizes!**

**Land Meets Sea**

The 17<sup>th</sup> annual Casa Colina Land Meets Sea Sports Camp took place in Long Beach during the week of August 8<sup>th</sup> through the 12<sup>th</sup>. Over 80 participants were introduced to adaptive sports and recreation activities. Campers with varying abilities had the opportunity to participate in adaptive kayaking, jet skiing, water skiing, outrigger canoeing, wall climbing, hand cycling, swimming, martial arts, fitness & strength training, karate, yoga, sailing, deep and sea fishing. Wheelchair sports included fencing, softball, basketball, volleyball, tennis, hockey, quad rugby, and wheelchair mobility training.

This year, the camp had participants ranging from 10-75 years of age with a wide range of abilities. Beginners, as well as those with experience, are made to feel welcome and capable as they try challenging sports and recreational activities while taking advantage of the educational Resource Fair.

"Land Meets Sea for me was personally life changing. I felt empowered and able and for a few days "normal" again. Outdoor Adventures allowed me the ability not only to forget about my limitations but to rise above them," said Jennifer Gardner, a camp participant.



**Land Meets Sea participants engaged in a heated hockey match.**