

Crossroads Community Services Board Employee Newsletter

Volume 70 Winter 2006-2007

F.W. Rogers, Editor

Employees of the Month

The employees of the month for November are Lisa Werts, Case Manager, and Gwen Albert, Therapist. Their nomination letter states they have done an outstanding job in establishing a comprehensive mental health/substance abuse program in the Piedmont Regional Juvenile Detention Center. Each admitted juvenile is screened, evaluated and provided with appropriate services to meet their needs. They offer individual therapy, daily education and therapy groups as well as a monthly family education//support group. They work to link juveniles with mh/sa services in the community upon discharge. They work as a team and make a positive impact on the children and families in our communities. CONGRATULATIONS!



Lisa Werts, Beth Cook, Gwen Albert

Deficit Reduction Act/Fraud Policies

As a result of Congressional action affecting organizations and companies that do business with Medicaid and/or Medicare (over \$5 million dollars a

year) , Crossroads



is changing our fraud policies to reflect the federal action. It places a responsibility on each employee to assist in detecting fraudulent actions in billing or on improper program activities (such as improper documentation) by other employees. We have had such an incident occur already this year. Employees shall report any suspected incident of fraudulent billing activity to the Executive Director and Director of Administrative Services. These accusations shall be investigated and if determined to have basis to them, the fraud unit of the effected third party payor shall be notified. Employees may also notify the fraud unit of any third party payor directly. These numbers are available at the administration office. The telephone for the Medicaid fraud unit for Virginia is 800-371-0824. However, a person must have some basis for reporting suspected fraud and not just call without any reasonable basis.

The Board approved this on November 28th. This newsletter article is the initial notification for staff and each manager is responsible for giving staff any additional information related to this policy. This is to be completed by January 2007. Questions may be directed to Connie DeLong, Director of Administrative Services (434.392.7049 extension 257).

Board Presentation for November

Cindy Morris, Nursing Services Coordinator, and Marina Sinyard, Long Term Care Director presented a program on nursing services and medication management to the Board.

Crossroads has 21-23 scheduled med review dates each month. These are conducted by Dr. Norm Holden and Dr. James Brown. The average client caseload per month is 645-675 persons. Sixty eight injections are given, 108 people receive sample or indigent care meds, 60 people receive community resource pharmacy meds with 14 on Risperdal Consta and 20 on Clozaril.

Crossroads Community Services Board Employee Newsletter

Volume 70 Winter 2006-2007

As Cindy made her presentation, it became apparent to Board members that the nursing and medication management services of the agency are a vital part of an individual's service plan and instrumental in assisting them in their daily lives. Congratulations to all Crossroads Medical Staff: Marina Sinyard, Cindy Morris, Janet Garrett, Arlene Wade-Oliver, Jean Wallace, Sandy Tharpe, Norm Holden and James Brown. Thanks top all and especially to Cindy for her excellent presentation!



Holiday Schedule (through June 30 2007)

Monday, December 25, 2006- Christmas
Monday, January 1, 2007- New Years Day
January, February and March- employee choice (pre-approved like annual leave and employee must be hired prior to the 9th of the month).
Monday, May 28, 2007- Memorial Day

Employee Recognition

October Board Meeting

Ruth Davis, Prevention Data Technician (5 Years)
Paul Lockner, Crew Chief (retirement)
Marian Jordan, CharterOak Director (10 years)

F.W. Rogers, Editor



Ruth Davis



Paul Lockner

November Board Meeting

Pat Langhorne, Reimbursement Technician (10 years); Charles Flint, Facility/Maintenance Worker (5 years); Derrick Newby, MRTS-Victoria House (5 years); Priscilla Davis, MRTS- Woodland (5 years).



Pat Langhorne

Crossroads Community Services Board Employee Newsletter

Volume 70 Winter 2006-2007

F.W. Rogers, Editor



Charles Flint

Salary Supplement



Crossroads has for years tried to maximize revenue so that we could offer employees a salary supplement around December. While this year has been particularly difficult with a large payback to Medicaid due to inadequate documentation, a settlement on a worker's comp audit as well as the 2-8% salary adjustments made for staff for FY 2007, Connie has been able to set aside an amount to enable staff to receive a salary supplement which will be run after November payroll. It is based on length of service, employment status, hours worked, and disciplinary actions. Supplements range from \$20 to \$600. Thanks!