

BRIDGEWAY WEEKLY MONITOR

News Briefs from Human Resources

May 14, 2010

It's Time to Ring Them Again!

We would first like to thank all of you for your hard work in communicating to Illinois Legislators. In fact, your efforts have been heard because last week the Illinois Legislature began talking about the possibility of restorations to the Governor's proposed cuts to the human services budget. These are the dollars which directly impact Bridgeway and the people we serve.

Please use this key opportunity to ONCE AGAIN, have your voice be heard with a very short and simple phone call to your Representative and Senator. The message is, "Please make sure we have a responsible budget in Illinois that does not cut funding to community services for people with disabilities. Please make sure that Governor Quinn receives clear direction on the FY 2011 budget which does not reduce or harm human services. Thank You."

It's as simple as that. We've again attached a list of all the phone numbers to all the legislators in Bridgeway's service area. Please make your call as soon as possible.

Thank You!

Bridgeway and BTS Management Council,

Jim Starnes, Bill Nelson, Diana Peck, Sandy Wood, Phil Arnold, Luan Ippensen, Rhonda Nelson, Rebecca Scheelk, Tom Colclasure and Robert Johnson

ILLINOIS HEALTH INSURANCE OPEN ENROLLMENT

In the memo that was sent 4/30/10, you were informed of the significant rate increase (approximately 18.5%) to our current plan and that we were still awaiting bids on health insurance from five different companies. All but one company declined to submit bids to Bridgeway due to the health of our staff/insured. Blue Cross/Blue Shield did submit a concrete bid that was competitive however, the benefits were significantly different from the current Local Government Health Plan. The BC/BS proposal included a \$500 or \$1000 deductible and a maximum out of pocket maximum of \$5000; no dental or vision insurance was included. While there were a few positives of the BC/BS proposal, our current insurance continues to provide the best benefits for all of us. **Therefore, our Illinois health insurance will continue to be through Local Government Health Plan.**

In recognition of how important health insurance is and in an ongoing effort to maintain reasonable health insurance costs for employees, Bridgeway will continue to contribute the same percentage (78%) for single coverage and the same percentage (56%) for +1 and +2 dependents. This equates to an additional **\$150,000** towards the health insurance premiums that will be paid by Bridgeway during FY2011.

Rates for FY11 are attached. We've added information that demonstrates the cost per hour (based on annual work hours of 2080) that Bridgeway and the employee each pays for health insurance coverage.

Our open enrollment period ends May 31. During this time employees may change plans, drop coverage on themselves or their dependents, enroll in the plan if they had previously declined the insurance, or add dependents to the plan. **If you want to make a change please contact Human Resources no later than Thursday, May 27.** These changes will be effective July 1, 2010. By now you should have received information from Local Government Health Plan explaining some of the changes occurring during the upcoming plan year, effective 7/1/10.

Highlights of these benefit changes effective 7/1/10 include:

- Adult children through age 25 may now be covered regardless of student status.
- FY11 Benefits Choice Booklet – Member will not be mailed a booklet – information available on the LGHP website: www.benefitschoice.il.gov
- Behavioral Health Services were adjusted to comply with the federal Mental Health Parity and Addiction Equity Act of 2008; limitation lifted, no number of days or visits limitations
- Dental: Increases in benefit levels for preventive, diagnostic and some restorative (schedule available at http://www.state.il.us/cms/download/pdfs_benefits/FY11_LGHP_Dental_Schedule.pdf.)

Local Care Health Plan (Non-HMO):

- Out-of-network Hospital Admission 70% (mileage restriction no longer applies)
- Out-of-Network Annual out-of-pocket increases to \$4,500 per individual, \$9000 per family/year
- Annual Deductible increases to \$500/enrollee
- *New* In-Network Hospital Admission Deductible - \$100
- Out-of-Network Provider Services – 70% of U & C after deductible
- Out-of-Network Inpatient Hospitalization – 70% of U & C after deductible
- Out-of-Network Outpatient surgery – 70% of U & C after deductible
- Out-of-Network Diagnostic Lab/x-ray – 70% of U & C after deductible
- Durable Medical Equipment – After deductible, In-Network, 80%; Out-of-Network 70% of U & C
- Prescription Drugs – 30 day supply: Generic \$12; Preferred Brand \$24; Non-Preferred Brand \$48

HMO:

- Out-patient surgery co-payment increases to \$200
- Prescription Drugs – 30 day supply: Generic \$10; Preferred Brand \$24; Non-Preferred Brand \$48

BRIDGEWAY IL HEALTH INSURANCE COST

MANAGED CARE

Current - FY2010 FY2011 - Rates effective 7/1/10

	Cost/mo.	Bridgeway cost/mo.	Employee/PP		Cost/mo.	Bridgeway cost/mo.	Employee mo/PP
Single	\$578	\$453	\$125/62.50		\$675	\$527	\$148/\$74
1+	\$1110	\$619	\$491/245.50		\$1296	\$726	\$570/\$285
2+	\$1433	\$798	\$635/\$317.50		\$1674	\$938	\$736/\$368

Cost per hour for Managed Care, based on 2080 (full-time) hours per year:

Bridgeway cost/hour Your cost/hour Total cost/hour

Single \$3.04 \$.85 \$3.89

+1 \$4.19 \$3.29 \$7.48

2 or more \$5.41 \$4.25 \$9.66

LOCAL CARE HEALTH PLAN

Current - FY2010 FY2011 - Rates effective 7/1/10

	Cost/mo.	Bridgeway cost/mo.	Employee/PP		Cost/mo.	Bridgeway cost/mo.	Employee mo/PP
Single	\$613	\$453	\$160/\$80		\$735	\$527	\$208/\$104
1+	\$1177	\$619	\$558/\$279		\$1411	\$726	\$685/\$342.50
2+	\$1520	\$798	\$722/\$361		\$1823	\$938	\$885/\$442.50

Cost per hour for LCHP, based on 2080 (full-time) hours per year:

Bridgeway cost/hour Your cost/hour Total cost/hour

Single \$3.04 \$1.20 \$ 4.24

+1 \$4.19 \$3.95 \$ 8.14

+ 2 or more \$5.41 \$5.11 \$10.52

SUBSTANCE ABUSE/DUI SERVICES APRIL 2010

From: Vicki Rose

I wanted to take a moment and highlight the amount of services that the Substance Abuse team provided in the month of April. This team has been working incredibly hard over the past few months to make up ground on our DASA contract, which was originally cut by 87% in July 2009, restored several weeks later. However, during that period, 2 staff resigned and their positions were not replaced until the contract was restored. All the while, 2 staff were on medical leave and the only location providing substance abuse services was Galesburg. It was not until close to December 2009, that the substance abuse team was fully staffed and trained. Since that time, this team has really been pushing services, including re-starting services in Kewanee, Monmouth and Macomb. Up until this month, we have been facing a DASA contract shortfall, but the most recent projection indicates we may meet the target. The substance abuse team sets the standard for hard work, dedication, and the commitment to provide quality services. Many times, you will see them working early, late, and through lunches. They are willing to double and triple

book sometimes to serve the consumer. As evidenced by the statistics below, they truly are examples of Bridgeway's mission.

OPEN CONSUMERS- 280

INTAKE/ASSESSMENTS- 195.5 hours

GROUP THERAPY- 252.5 hours

INDIVIDUAL SESSIONS- 107 hours

URINE SCREENS- 214

110% AWARD

Pam Fay (Program Support Specialist Pekin) was honored with a Bridgeway 110% Award on Friday, May 7th. Pam was honored for her "Above and Beyond Service". Her primary responsibilities are in Pekin but she also provides support in Macomb and Keokuk. She has demonstrated a willingness to be flexible and help out where she is needed. Her expertise on the computer and the support she has provided the staff in Pekin has been wonderful. Pam created a spreadsheet for the Pekin consumer Link card purchases and then trained the Residential Coordinators how to use it. She set up the spreadsheet to auto-calculate and as a result errors have been greatly reduced. She teaches the staff various tasks on the computer and this has made their jobs easier. She helps to keep the Pekin Services running smoothly. Pam pays close attention to detail and takes great pride in her work. She does a lot of the little things to show her personal appreciation of the staff and our consumers.



Pam demonstrates the Bridgeway Mission each and every day and is a true asset to our organization. Pam was honored with the Bridgeway 110% Award, which includes a certificate of recognition, a 110% pin, and a \$25 Gift Check. Congratulations Pam!

Pictured from left to right: JoAnn Flores, Deb Evans, Pam Fay, Jenny Lee

NEW EMPLOYEES



Rebecca Housewright
Driver
Hancock County



Jen Worlow
Residential Asst.
Highwood - Pekin

BTS ACTIVITIES

From: Tom Colclasure

- Note the following websites that now list Ursa Major stencils.

The Ursa Major Superior Court Stencil is listed on:

The website for the Athletic Dealers of America

www.coachesonly.com

on the website click on "score a great deal"

then type in your zip code which will then provide the nearest ADA dealer

in the left column click on "major sports"

then click on "basketball"

then click on "court equipment"

The website for Toledo Physical Education Supplies

www.tpesonline.com

click "basketball"

then click on "basketball accessories"

The website for Korney Board Aids

www.kbacoach.com

just click on "basketball"

The Ursa Major USA Map is now listed on:

The website for Rand McNally

www.randmcnally.com

click on "Travel Store" (near the top)

then under US maps, click on "national maps"

- The Galesburg workshop has worked thru the large numbers of IL-1040 mailings thereby meeting all contract dictated deadlines required for the Illinois Department of Revenue.
- We continue in discussions with the Illinois Department of Revenue about the development of a new contract to data enter IL 1040 forms and other documents, however, the poor financial position of the state of Illinois has caused a slowdown in the approval process for new contracts.
- The data entry department has begun testing encrypted online data for the transfer of information to the Illinois Department of Public Aid.

CONGRATULATIONS!

Lynsey Reed (Galesburg Data Entry) had baby girl on Mother's Day – 3lb 6oz – Delilah – mom and baby are doing fine.

Kara Brown, Residential Assistant in Pekin, has completed DSP training!

* * * **System Downtime** * * *

On Friday, May 14th, Information Services will be taking **ALL** of Bridgeway's systems down for maintenance beginning at **6:00pm**. Please logout before this time.

During the maintenance period, **ALL** systems will be down.

Duration is expected to be ***several hours***.

Do not hesitate to contact me if you have any questions, concerns, or suggestions.

I will send out an email when the systems are available.

Thank you for your patience.

Lauralea Clardy

HANGING FLORAL BASKETS TO BENEFIT CAMP KIDZ

It is not too late to purchase a beautiful 10 inch hanging flower basket to benefit the 2010 camp season. Triumph Services CAMP KIDZ will be selling the hanging baskets for \$18 at the Galesburg Farmers Market on Saturday, May 15th from 8 a.m. to noon. The Farmers Market is located across from The Kensington.

BRIDGEWAY WORKING TO HALT UNDERAGE DRINKING, DRUG USE

The following article was printed in the Review Atlas May 11, 2010

MONMOUTH — As part of a two-phased approach to preventing underage drinking and drug use, Bridgeway Prevention Services has brought many of the time-tested messages and warning. But their approach continues to evolve as the science — and the drugs — advance.

"There are lots more consequences beside death," said Karen Cole, a drug prevention specialist with Bridgeway.

She said both parts of the programs — one aimed at teens the other at parents — focus on the short-term consequences as well.

Town Hall Meeting

Bridgeway hosted a "Town Hall Meeting to Reduce Underage Drinking" for parents last week at the 1st Street Armoury. According to a survey of Warren County eighth graders done in 2008, about 1 in 5 — 22 percent — had used alcohol in the last 30 days. The number jumped to 37 percent within the past year.

"A lot of people don't think about alcohol as a drug," Cole said. "But alcohol is the top drug of choice."

The numbers are clear — the longer someone delays using alcohol or drugs for the first time, the better the odds they will not develop an addiction or other health concerns.

"Nine of 10 with problems start as teens," she said. "Kids that learn about the dangers of drugs at home are 50 percent less likely to use."

Teens use for a variety of reasons, Cole said. Some reasons are familiar, such as peer pressure and stress. Perception is also a large deciding factor— for example if teens do not see the risk of using a drug, they might not think it is a problem.

However, science indicates there are other reasons teens might use. It was once thought the brain was fully developed after childhood.

Now, Cole said, scientists believe the teen brain is different from the adult brain and not fully developed until 24 or 25. The last part of the brain that develops — which is also the part of the brain most affected by alcohol — controls judgment.

"Add to that hormones and bundles of emotion and the situation is ripe for bad decisions," Cole said. "They're not a bad kid, but they can make a bad decision."

The physiology of teens and those even a few years older is stark.

Cole said a 13- or 14-year-old could drink on the weekends only and within eight weeks their body chemistry could change and they could become alcoholics. Meanwhile, a 21-year-old would need to drink constantly for four straight years to undergo the same change.

Cole said the impetus was on the parents or caregivers to actually have discussions with their teens.

"All the information in the world doesn't mean anything if you don't talk to your kids," Cole said.

She also stressed that, while they might not admit it, half of teens told an MTV survey their parents were their heroes. Another survey showed that 43 percent of teens were less likely to use if their parents would disapprove.

"Be clear, focus on the risk. ... Let your kid know that you disapprove of any drug or alcohol use. Don't assume that your kid knows that you don't want them to use. You've got to say it and consistently repeat it. Kids don't start brushing their teeth if you tell them once. Repeat it over and over," Cole said.

If a parent suspects their teen is on drugs, the sooner they take action the better.

"It's easier to have the conversation before your child is a full-blown addict," she said. "Substance abuse can't be a taboo topic."

7 Reasons to Leave the Party

The second phase of the prevention program takes place in the schools. In the last few weeks, Ninth

Circuit Judge Gregory K. McClintock has presented "7 Reasons to Leave the Party" to Monmouth-Roseville and United high school students in driver's education class.

The program touches on many of those short-term consequences Cole talked about.

"That \$2 beer may really cost hundreds of dollars in fees and fines. It's cheaper at 21," the program, created by the Illinois Judges Association, states.

The presentation focuses on many of the penalties and non-health consequences of being caught breaking the law — as well of some of the legal specifics. For example, possession is not the same as ownership.

"When drugs are found in a car, it is control of the vehicle, rather than ownership of the vehicle, which is pertinent to proof of control of the area in which drugs are found."

The program also focuses on the zero tolerance law. If you are under 21 and have a blood alcohol level above .00, the first offense is a six-month suspension of the driver's license. A second offense is a two-year suspension.

"You waited 16 years for your driver's license. Don't lose it — or your car."

Changes to drugs

Cole also talked about some of the changes, not only in drugs but in what drugs teens are doing.

For example, she tells grandparents not to leave their prescription drugs in the open or leave their pills out. Teens are also using inhalants, which can lead to bloody noses, strange smells and rashes.

Marijuana has also changed over the years. The amount of THC in the average joint has increased from 3 percent in the 1960s to 38 percent now.

JOB OPENINGS

Community Support Specialist – Galesburg

Maintenance Worker/Driver - Macomb

Employment Specialist - Kewanee

Job Coach – Part-Time Macomb

Janitorial Associate – BTS Bloomington Rest Areas

Substance Abuse Counselor – Macomb/Monmouth/Galesburg

Residential Assistants/MI – Kewanee & Galesburg (Pooled Position)

Residential Assistant/DD – Macomb & Pekin (Pooled Position)

BTS Data Entry - Galesburg



Asthma and Allergies

The Symptoms

Asthma is a condition that affects the airways, the small tubes that carry the air in and out of the lungs. People with asthma have airways that are extra sensitive and react to substances (also known as “triggers”) which irritate them.

Symptoms of asthma include:

- Difficulty breathing
- Wheezing
- Coughing
- Chest tightness

Common triggers include:

- Colds or flu
- Cigarette smoke
- Exercise
- Allergic responses to pollen, furry or feathery animals or house dust mites

Everyone’s asthma manifests itself differently and can be brought on by different triggers. Your asthma may be brought on by a variety of triggers.

Allergies that affect the upper respiratory system cause inflammation in the nose – a condition called ‘allergic rhinitis’.

The symptoms of allergic rhinitis include:

- Sneezing
- Itchy and runny nose
- Red and watery eyes
- A feeling of congestion that can lead to a headache.

Allergic reactions are caused by substances in the environment called allergens – some examples of the most common allergens are detailed here. For example, seasonal allergies, commonly referred to as ‘hay fever’, are common and caused by a reaction to pollen from grasses, trees and some other plants, or spores released at certain times of the year. Most cases of seasonal allergies are seasonal, but some people experience symptoms year-round. Other allergies may be triggered by a variety of allergens such as house dust mites, furry or feathery pets or air pollution.

Balancing treatment

Managing symptoms of asthma and seasonal allergies can be a real task for people who suffer from both. While there is no cure for asthma or allergies – like seasonal allergies – there are treatments available that, in most cases, can help to control symptoms. Some of these treatments are detailed below.

Treating seasonal allergies

Antihistamines

These aim to provide quick relief of symptoms by lessening the effects of histamine which is one of the chemicals released by the body during an allergic reaction. They can reduce sneezing, runny noses, watery eyes, and itchy throats for a while. Newer antihistamines may reduce drowsiness while some may interact with certain medicines and foods. A doctor or pharmacist can advise regarding proper usage.

Decongestant sprays

These can help relieve a blocked nose. They are generally recommended for use no longer than a few days at a time.

Preventer treatments

These aim to prevent symptoms from developing by suppressing the allergic reaction and are available in the form of nasal sprays or prescription medication. With seasonal allergies, you need to begin treatment several weeks before the "high season" for your particular allergy trigger. If you require long term treatment, you need to discuss these options with your Doctor.

At your next check-up, talk to your doctor, nurse or pharmacist about how seasonal allergies affect your asthma and which treatment(s) may be suitable for you.

Source: <http://asthma.ca/allergies/asthmaandallergiessymptoms.html>