



2018 Member Resources

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Leadership in Health Affairs

HASC Member Resources



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ADVOCACY

Legislation and Government Policy

The association's advocacy staff scans the legislative and labor-relations horizon to ensure that hospitals and health care providers are prepared for every challenge. HASC's advocacy team is dedicated to making hospitals' concerns heard. Current priorities include emergency medical services, Medi-Cal managed care, indigent physical and mental health, facility licensing, homelessness and external relations.

Features & Benefits

- Works in tandem with the California Hospital Association (CHA) on statewide issues.
- Expertise with county-level, city and other local government issues.
- Lobbying guidance, including letter-writing, meeting with elected officials and more.

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MEMBERSHIP

Hospital Membership

Membership gives community, public, university and investor-owned hospitals a seat at the table for critical policy discussions that impact the hospital industry in California. Hospital members are empowered to participate as full voting members with advocacy benefits.

Features & Benefits

- Provides dual membership with the California Hospital Association (CHA).
- Offers a seat at the table for important policy discussions; networking opportunities.
- Reduces fees on EOS, ReddiNet, educational events and other member-exclusive services.

Contact: Pat Wall, (213) 538-0715
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Associate Provider Membership

Associate provider membership offers participating providers the chance to network with key hospital decision makers on a variety of levels.

Features & Benefits

- Provides networking opportunities with key decision makers.
- Enhances connectivity with hospitals and health systems.
- Offers access to educational events and local compensation data.

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Associate Corporate Membership

Associate corporate membership is available to businesses that provide products and services to hospitals — including consulting, legal, architectural, design, executive search, supply chain and other firms.

Features & Benefits

- Increases visibility within the hospital industry.
- Offers member discounts on educational events.
- Provides listing with link on the HASC website.

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Member Education

HASC educational programs offer full-day or half-day in-person educational sessions, web seminars and distance learning programs. Programs include the HASC Annual Meeting, Health Care Provider Wellness Conference, Palliative Care Conference, LEAD Academy, human resources topics, Lean principles and practices, and hospital security — among many other topics.

Features & Benefits

- Offers hospitals both traditional and cutting-edge education programs.
- Reduces attendance fees for members.
- Presents professional development opportunity for staff.

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HASC Event Sponsorship

Sponsorship offers participating firms a variety of opportunities for visibility and social contact with hospital decision makers. Sponsorship opportunities include the Annual Meeting, Charity Golf Tournament, Hospital Heroes, Hospital Quality Institute (HQI) Conference, Health Care Provider Wellness Conference, Palliative Care Transitions Conference and various one-day education programs.

Features & Benefits

- Provides networking opportunities with key decision makers.
- Improves opportunities for business growth.
- Provides access to event attendee lists.

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CYBER SECURITY

CyberEdge Risk Mitigation, Breach Response and Liability Coverage

To respond to the documented threat of hacker-caused security breaches, HASC has worked with insurance-industry experts to develop the CyberEdge® comprehensive protection package. The resulting product provides hospitals with loss-prevention services, insurance coverage and breach-resolution services offered by AIG, the best-in-class insurance carrier in the cyber-security market segment. The product is available exclusively through HASC and AmWINS, a wholesale insurance broker. To learn more, contact Dave Weller, Executive Vice President, AmWINS Insurance Brokerage of California, LLC, at (213) 254-2245 or dave.weller@amwins.com.

Features & Benefits

- Includes event management coverage in the event of breach.
- Also includes media liability and network business interruption coverage.
- Cyber extortion coverage, to settle network security or private information-related extortion.

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EMERGENCY PREPAREDNESS

Incident Action Planning (IAP) Training

Through a grant from Los Angeles County Emergency Medical Services (LAC-EMS), HASC provides Incident Action Planning (IAP) training at no cost to the hospital.

Features & Benefits

- Training in a 2.5-hour session divided into a lecture and a tabletop exercise.
- Includes on-site hospital training.
- Provides course instructor materials upon request for ongoing trainings.

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ReddiNet Emergency Medical Communications System



ReddiNet® facilitates real-time information exchange among hospitals, EMS, paramedics, law enforcement and other health care system professionals over a reliable and secure network.

Features & Benefits

- Manage mass casualty incidents (MCIs), track dispatched ambulances and patient locations, and communicate hospital ED status, and availability of critical resources and services.
- Assists in reuniting patients, reported missing persons and unaccompanied minors with family members through the ReddiNet Family Reunification Center.
- Accessible on mobile devices.

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FINANCIAL SERVICES

ControlPay Advanced Active Funds Commerce Bank™ (in partnership with Commerce Bank)

Commerce Bank's ControlPay™ is an automated payment system. Advanced Active Funds provide participating hospitals revenue-share dollars based upon their spending level.

Features & Benefits

- Creates a new revenue stream for hospitals.
- Eliminates the need for a credit facility or UCC filing.
- Includes a comprehensive and expanding list of qualified vendors.

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Managed Care Advisory Group (MCAG)

MCAG is a class action settlement recovery service that has delivered more than \$225 million to hospitals and other customers eligible for a share of settlement payouts. The firm's settlement experts continually search for class actions for which clients may be eligible.

Once customers join as clients, MCAG professionals notify them of opportunities and submit claims without requiring additional client action.

To sign up for the service, visit <https://settlements.mcaginc.com>. HASC members can enter the code HASC12, click "enroll now" and enter business and contact information.

Features & Benefits

- No up-front cost.
- Service is delivered on a contingent fee basis so no risk exists for the client.
- HASC members receive a discounted rate — 20 percent of the funds recovered.

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Retention Planning for Executives (in partnership with Triscend^{NP}, formerly The CAP Ex Group)



For an executive or physician benefits package that keeps the long-term financial goals of your hospital in mind, Triscend^{NP} offers a compelling retirement plan that rewards key talent while simultaneously returning all cash contributed into the plan, plus interest, back to your hospital.

Features & Benefits

- Returns funds to the hospital plus interest.
- Provides attractive retirement plan for executives/physicians.
- Creates potential for greater income levels during retirement.

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HUMAN RESOURCES SERVICES

California Healthcare Career Center (in partnership with the National Healthcare Career Network)



As a member of the National Healthcare Career Network, the California Healthcare Career Center provides access to more than 2 million health care professionals from more than 200 associations, including niche associations. Professional societies attract the candidates you want on your staff — individuals dedicated to their fields who are taking steps to advance their knowledge and careers.

Features & Benefits

- Tracks each posting, including candidate views and applications.
- Enables proactive searches for candidates from an extensive database.
- Sets the criteria for your ideal candidate and sends daily e-mails when matching candidate resumes are posted.

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Compensation Reports

Executive Compensation Report

The Executive Compensation Report identifies executive hospital pay for 21 positions in health care facilities and systems throughout California. The comprehensive report includes data from facilities reporting on base compensation, incentive and deferred compensation, and benefits. Data are reported by facility size, number of beds, number of employees and geographic regions.

Features & Benefits

- Establishes trends based on compensation and comparability data by peer group.
- Benchmarks and establishes competitive rates.
- Adjusts the data by geographic area, industry, organization, size and pay strategy.

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Hot Jobs Compensation Report

Hot Jobs Compensation Report provides information on difficult-to-fill and market-sensitive jobs throughout California. The report is released annually each March. Data are collected two times a year on hourly rates, salary ranges, per diem and shift differential on 17 health care jobs.

Features & Benefits

- Provides a snapshot of average wages and average wage increases during the year.
- Includes data displayed by geographic regions.
- Creates custom reports.

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Management Compensation Report

The Management Compensation Report collects data on current management pay and practices for about 95 hospital positions. A comprehensive annual report provides data on average annual salary range, annual bonus and total cash compensation, as well as incentive/bonus plan design, management perquisites and alternative rewards programs. Data are reported by facility size, number of beds, number of employees and geographic areas.

Features & Benefits

- Enables review of the types of alternative rewards programs offered.
- Helps determine the prevalence and eligibility for incentive/bonus plans.
- Accesses performance criteria for incentive/bonus plans.

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Non-Management Compensation Report

The Non-Management Compensation and Employee Benefits Report collects data about more than 160 positions on current non-management hourly pay and practices in the hospital industry. A comprehensive annual report includes data on base hourly rates, salary range, per diem rates, specialty pay, and weekend and shift differentials, signing, referral and relocation bonuses, and an employee benefits section featuring common benefit design elements.

Features & Benefits

- Provides access to key summary statistics of rates, pay structure midpoints.
- Shows additional pay practices including holidays, reward programs, higher education pay, and shift pay practices.
- Includes data on employee benefits like eligibility, retirement and paid time off.

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Survey Support (in partnership with FutureSense)

HASC has teamed with FutureSense, Inc.® to offer Survey Support, a service developed to assist organizations in the timely and accurate submission of data for the Allied for Health Executive, Management and Non-Management Compensation surveys.

Features & Benefits

- Ability to participate in the survey process without forgoing manpower, time, etc.
- Guarantee that your organization's data is properly documented given FutureSense's intimate knowledge of the survey process.
- Presents more comprehensive and holistic health care compensation data.

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Survey Trek

Survey Trek is a custom survey service that collects data on difficult-to-benchmark and hybrid positions from selected peer facilities. Collected data are aggregated and a final report is provided to the sponsoring and participating facilities.

Features & Benefits

- Provides a free copy of the survey results.
- Accesses updated salary data on specific jobs.
- Prevents anti-trust violations with third-party data collectors.

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Healthcare Workforce Report

The statewide, quarterly Healthcare Workforce Report is designed to provide insights on turnover and vacancy trends in the California hospital industry. Turnover, accession and vacancy rates are reported for all hospital employees (including registered nurses), registered nurses exclusively, per diem employees and seven specific, hard-to-recruit-for positions.

Features & Benefits

- Reports turnover, accession and vacancy rates for all hospital employees (including registered nurses) or registered nurses exclusively.
- Includes per diems and seven specific, hard-to-recruit-for positions.
- Provides an individual facility report that compares their data to the aggregate.

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Human Resources Metrics Report

The HR Metrics Report captures data on key human resource metrics from hospitals. The survey focuses on workers' compensation, acquisition, recruiting, retention and turnover, and compensation and benefits. Use the data to determine how your internal HR operations compare to other hospitals.

Features & Benefits

- Provides a benchmark, allowing leaders to know how they compare to competitors.
- Demonstrates the value of HR with metrics.
- Creates customized reports.

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LEAD Academy and Advanced LEAD Academy

LEAD Academy® and Advanced LEAD Academy® draw health care managers and leaders interested in improving their professional strengths and building productive business relationships that support excellent patient care practices and achieve sustainable business objectives. Attendees receive training from world-class facilitators leading to a Certificate in Health Care Leadership.

Features & Benefits

- Offers training from Lean and Six Sigma experts.
- Increases self-management skills.
- Creates performance goals that reinforce the organization's vision.

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Nursing Continuing Education Seminars

HASC, in partnership with FlexEd, presents challenging new courses that provide the direct training and development necessary to effectively manage a department in a clinic, hospital or health care facility. Engaging, insightful courses bring nurse leaders of all levels together to enhance communication and conflict resolution skills, produce better outcomes, foster improved performance from staff, and enhance patient safety across the unit and throughout the organization.

Features & Benefits

- Teaches measures that would improve a unit's safety culture.
- Taught by leading instructors in nursing and clinical care management.
- Provides continuing education credit from trusted educational partner.

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ShiftWise – Automatic Staff Management System



ShiftWise™ enables hospitals to manage their internal and external contingent labor usage with software that consolidates ordering, license/credentials management, billing and self-scheduling. Services include staff and supplier management, software integration solutions, agency escrow payment, customer support and training tailored to your company's specific needs.

Features & Benefits

- Offers a single consolidated electronic invoice for staffing agencies.
- Accesses external contingent staff credentials online.
- Allows internal agency nurses to proactively communicate availability and preferred shifts with online calendar function.

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OPERATIONAL IMPROVEMENT

Atlas Lift Tech

Atlas Lift Tech combines clinical and operational experience to build effective, low-cost Safe Patient Handling and Movement (SPHM) programs customized to fit individual hospitals' needs.

Features & Benefits

- Provides lift coaches to train staff in safe moving procedures.
- Procedures comply with legislated SPHM standards.
- Computer app available to assist with scheduling and tracking of equipment.

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H-Source, Inc.



H-Source, Inc. is a web-based, private marketplace that allows members to buy, sell or transfer supplies and capital equipment with each other in the United States and globally. The resource connects hospitals in an effort to drive down health care costs while supporting increased sustainability.

Features & Benefits

- Offers options for overstock or contract change situations.
- Helps recoup expenses when manufacturer return policies limit options.
- Represents a positive option for the environment.

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Health Benefits and Wellness Program (HBWP)

HASC developed HBWP, with assistance from Anthem and Keenan, to help hospitals reduce the amount of money they spend on health care benefits for their employees through fully insured or self-insured products. Another objective of HBWP is to coordinate and advance care management and employee wellness programs. As part of the program, Anthem provides its health insurance products and expertise as well as access to its network of hospitals and physicians.

Features & Benefits

- Coordinate care management and employee wellness programs.
- Select from fully-insured and self-funded plans.
- Benefit design flexibility to accommodate individual hospital needs.

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Healthcare Benefits Alliance (HBA)



Healthcare Benefits Alliance (HBA) offers hospitals and health systems access to group insurance coverage designed exclusively for the health care industry. HBA covers over 800 health care entities and 1 million employees for Group Life, Group Short Term Disability, Long Term Disability, Reinsurance, Prescription Drug Programs and other group benefits. The strength and scale of HBA creates opportunities for hospitals to increase purchasing power, balance risk, simplify administration and control expenses. Through HBA, existing brokers will have access to this program.

Features & Benefits

- Extended rate guarantees.
- Higher tolerable loss ratios equating to substantial savings.
- Plan design flexibility and underwriting leverage.

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Healthcare Performance Partners (HPP)

Healthcare Performance Partners (HPP) helps health care organizations make the right work easier to do, offering solutions such as how to develop a more impactful management style, help overburdened staff improve their performance, build a structure around learning and growth and view problem solving in an unconventional way.

Features & Benefits

- Quality, safety and reliability solutions.
- Lean facility solutions.
- Performance improvement solutions.

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Indicator Performance Manager (formerly Lodestone Data Connect)

Indicator Performance Manager™ provides detailed data to analyze and benchmark performance and cost against hospitals in your region and across the nation. A broad spectrum of metrics includes clinical utilization, physician practice performance, patient, employee and physician satisfaction, and workforce efficiency. The product is powered by iVantage Health Analytics.

Features & Benefits

- Benchmarks your clinical and operational costs against peers.
- Identifies trends to improve processes, reduce waste and guide business development.
- Drives effective cultural change with collaborative learning.

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HASC Member Resources

Merritt Hawkins



Merritt Hawkins, a company of AMN Healthcare, is one of the largest permanent physician search firm in the United States. The firm takes a consultative approach with its clients, providing the data and strategic perspective they require on the front end to establish an effective search program based on the individual client's size, location and area of need.

Features & Benefits

- Publishes the regularly-updated “Merritt Hawkins Guide to Physician Recruiting.”
- Founded in Southern California in 1987, now based in Texas.
- Specializes in recruitment based on client parameters.

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SpeedTrack



SpeedTrack's California Universal Patient Information Discovery, or CUPID, is a subscription-based application that puts information on every inpatient discharge, ED visit and ambulatory surgery encounter — from every hospital in California — at your fingertips. Answers to questions about competitive assessment, payer mix, diagnoses, procedures, LOS and service areas are fast and intuitive to explore and discover with the service. C-level, strategic planners and business development and marketing professionals can perform their own analysis and generate custom reports and heat maps without IT support.

Features & Benefits

- 40-slide Executive Level Strategic Planning presentation deck with each subscription
- Subscription to SpeedTrack's Demographic Projections Application is included
- Subscription to SpeedTrack's CMS Physician Application is included

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Staff Care



Staff Care is one of the top providers of temporary physician and allied health care professional staffing services in the United States. The firm has earned The Joint Commission's Gold Seal of Approval. Throughout California, Staff Care has placed numerous temporary physicians and allied health care professionals.

Features & Benefits

- Guides clients through the temporary staffing process.
- A company of AMN Healthcare, like Merritt Hawkins.
- Assists with timely licensing and credentialing.

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SunRx

SUNRx manages 340B programs that expand access to affordable medications, provide financial benefits to the hospital and its uninsured, and meet the highest levels of regulatory compliance. The firm has been managing 340B programs since 2006, and has extensive pharmacy benefit management and payer experience.



Features & Benefits

- Corporate partner with Safety Net Hospitals for Pharmaceutical Access.
- Offers split billing, invoice analysis and other services.
- Is the exclusive 340B partner with 27 state hospital associations in 25 states.

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PATIENT ACCESS SERVICES

Bridges Maternal Child Health Network

The Bridges Maternal Child Health Network, funded by the Children & Families Commission of Orange County, links newborns and their families to community resources for follow-up care. Families receive a Kit for New Parents and information on the benefits of breastfeeding and other educational materials to support a healthy start.

Features & Benefits

- Enlarges the continuum of care for patients after discharge.
- Assists social work departments and nursing staff with case management and psychosocial assessments.
- Provides community awareness and highlights a hospital's support for women who deliver or plan to deliver at a facility.

Contact: Christina Luarca, (714) 750-2690
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California Children's Services (CCS)

The program provides participating facilities with on-site California Children's Services (CCS) eligibility technicians. Eligible patients can be interviewed and enrolled for the statewide program of specialized medical care on site during hospitalization, eliminating delays and securing appropriate reimbursements more quickly.



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Features & Benefits

- Reduces the challenges of referring CCS-eligible children to the CCS program.
- Provides timely, comprehensive eligibility evaluations and determinations for Orange County residents who meet medical diagnoses in the CCS medical eligibility list.
- Supports patients who need medical services, medicines, equipment and/or supplies necessary to treat their special medical conditions.

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Conservatorship Access Network (CAN)

Through a partnership with the Los Angeles County Office of the Public Guardian, Conservatorship Access Network (CAN) offers a timely and comprehensive probate conservatorship evaluation at your facility for patients who are no longer able to handle their own financial or personal affairs.

Features & Benefits

- Expedites scheduling for probate conservatorship evaluations.
- Reduces evaluation processing time by 70 percent.
- Reduces potential revenue losses for facilities experiencing delays in probate conservatorship evaluations and appointments.

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Eligibility On Site (EOS)

The Eligibility On Site (EOS) program provides participating facilities with on-site Medi-Cal certification options on a full or part-time basis. Eligible patients can be interviewed and enrolled on-site, either before treatment or after discharge, cutting red tape and securing appropriate reimbursements much more quickly.

Features & Benefits

- Promotes timely and accurate processing of current, emergency and retroactive Medi-Cal applications.
- Improves patient retention, once eligibility is established.
- Assists uninsured/underinsured patients with an on-site application process to obtain Medi-Cal.

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Recuperative Care (in cooperation with National Health Foundation)

The Recuperative Care program provides post-hospitalization health care services to homeless patients transitioning out of an acute-care hospital facility in the Los Angeles or Orange County areas.

Features & Benefits

- Implements basic medical oversight and custodial care for patients.
- Provides a clean and safe environment for an average of 10 days in order to recover.
- Connects clients to social services and transitional or permanent housing programs.

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QUALITY & PATIENT SAFETY

Hospital Quality Institute (HQI)

In collaboration with the California Hospital Association and the state's three regional hospital associations, the Hospital Quality Institute's mission is to advance and accelerate patient safety and quality improvement for coordinated statewide impact, with aims to achieve zero defects, optimize clinical effectiveness and enhance patient and family experience in health care.

Features & Benefits

- HQI's vision is to lead through respect for people and a culture of habitual excellence.
- Offers a wide array of webinars and in-person events focused on quality improvement, enhancing patient safety and high reliability in health care
- Core programs include the CHPSO Patient Safety Organization, Partnership for Patient Experience (P4PEX), the California Hospital Engagement Network (CalHEN) and Patient Safety First (PSF).

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Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS)

Hospital Quality Institute (HQI) offers a consultative service using Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS®). Designed by the Department of Defense and the Agency for Healthcare Research and Quality, hospitals can customize the program to fit their needs, selecting a one-day essentials course, or a three-day fundamentals and "Train the Trainer" course designed for hospitals wanting to enhance mutual respect and communication on the patient care units — and reduce the potential for medical errors.

Features & Benefits

- Strengthens a facility's quality and patient safety culture.
- Improves physician engagement and mutual respect.
- Enhances communication and conflict resolution skills.

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HASC Member Resources

WORKPLACE VIOLENCE PREVENTION TRAINING

HSS Inc.

HASC Endorsed Business Partner HSS Inc. offers multiple options in its Techniques for Effective Aggression Management (TEAM) training courses. Available in instructor-led or e-learning formats, the TEAM Essentials course teaches staff to recognize and defuse factors that can escalate to aggression or violence. TEAM Advanced is a two-hour instructor-led course that communicates health-care-specific strategies that protect staff and patients from physical attack. A third course, TEAM Instructor, teaches in-house staff to present TEAM Essentials and TEAM Advanced training.



Features & Benefits

- Meets California Division of Occupational Safety & Health (Cal/OSHA) workplace violence prevention training requirements.
- Courses are developed by HSS Inc. of Denver, Colo. — with health care security experience since 1967.
- Courses are customizable — letting you tailor training to threat levels in each department — and your budget.

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