



# CVHRMA NEWS



Central Valley Human Resource Management Association

HR Success at CVHRMA

March 2007

## Comparison shopping for medical care

An online report card is scheduled to be unveiled today in an ambitious attempt to compare more than 200 California hospitals on more than 50 quality measures ranging from maternity care to cardiac treatment and patient satisfaction.

While a dizzying array of hospital report cards already exists, the developers of the Web site Cal-HospitalCompare.org ([www.calhospitalcompare.org](http://www.calhospitalcompare.org)) say it's the most comprehensive site for people to use when making decisions about where to receive health services.

"There is no other Web site ... that combines data from this many sources," said Dr. R. Adams Dudley, project director for the Institute for Health Policy Studies at UCSF, which collected and analyzed the data for the site.

The site is a culmination of three years of work with UCSF, the California HealthCare Foundation and a task force of hospitals, health insurers, doctors and nurses, consumer groups and employers. The hospitals included in the survey represent about 70 percent of all California hospital admissions.

While the site is far from complete, it represents a significant step forward to help people evaluate the myriad services that hospitals offer in their region.

The project, funded by \$3 million from the California HealthCare Foundation and \$3 million from health plans, consumed an estimated \$8 million in time and resources by participating hospitals.

The site doesn't give hospitals an overall "best" or "worst" ranking. Rather, it relies primarily on data culled from a variety of sources to compare hospitals on various performance measures. The site uses data from the Centers for Medicare and Medicaid Services, the state Office of Statewide Health Planning and Development and other sources.

Developers said they struggled to make the site user friendly, while being fair to the complex nature of hospitals.

*Con't on back page*

## The 2007 Board

If you have questions, comments, suggestions, needs, or desire to volunteer, contact a board member.

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## CVHRMA Student Chapter News

Congratulations to our HR Games team for winning the 2007 California HR Games Championships in one of the most dominating overall performances ever seen. We entered two teams who combined for a 19 wins and 3 losses record, including two powerful victories of 14300 to -200 points in the semi-finals against Cal Poly San Luis Obispo and 15600 to 1800 point in the finals against San Jose State. Those who know how to interpret these scores know that these are dominating performances against the top teams in the state and country. We even went 3 wins and 1 loss against two-time national champion Fresno State University.

## MEMBERSHIP RENEWALS

Don't forget to renew your membership. For past members, the yearly membership fee is \$35.00, regardless of when you renew. If you are a national SHRM member, the fee is only \$25.00. We do not have corporate memberships, but CVHRMA will allow the transfer of an individual membership to another person for the remainder of a year if you sign up and then move out of our area. Membership fees for new members are prorated over a 12 month period meaning that new members just pay for the months they are CVHRMA members during the first year.

## Welcome New Members!

Laura Bailey  
Lynette Stewart  
Robin Hulbert  
Dustin Morgan  
Keith Howes  
Kathleen Smith  
Syndi McLeland  
Bryan Hunt  
Stephanie Jaco

## WEBSITE JOB POSTINGS

The website is now posting jobs for free for all CVHRMA members. For non-members, the price is \$30 for a 30 – day posting. The website has a feature that allows a CVHRMA member and/or company representative to email their jobs for posting.

## Upcoming Luncheons

- March 21, Colleen Rhodes, Senior Deputy District Attorney for Stanislaus County "Worker's Compensation Fraud"
- April 18, Art Tharpe, Regional Director of California Association of Employers "HR's Role in a Hiring Freeze"
- April 23-24, State Council Legislative Conference, Sacramento, Ca
- April 27-28, Student Chapter HR Games California State University, Fresno



## CVHRMA News (con't)

"It's very hard to find a hospital that's good at everything, or bad at everything," said Maribeth Shannon, a program director at the California HealthCare Foundation in Oakland.

The site allows users to view hospital ratings by looking up a specific hospital, a location such as city or ZIP code, or a limited number of medical conditions. For example, patients who want to know how hospitals in San Francisco compare when it comes to treating pneumonia can click on that condition and the location.

Under pneumonia and San Francisco hospitals, St. Mary's Medical Center is the only one with a "superior" rating. Other hospitals, including Kaiser's San Francisco Medical Center, UCSF Medical Center, California Pacific Medical Center, St. Luke's Hospital and St. Francis Memorial received a "below average" rating and San Francisco General Hospital was listed as "poor." Ratings among hospitals vary widely by the individual service or medical condition.

For the pneumonia ratings, CalHospitalCompare.org relied on data from Medicare and the Joint Commission on Accreditation of Healthcare Organizations gathered between July 2005 and March 2006. Data on coronary artery bypass surgery was collected from state sources in 2003.

The lack of timely data concerns the California Hospital Association, the state's trade group.

"The goal is to make this the gold standard," said Jan Emerson, spokeswoman for the hospital group. "I don't think it's there yet ... but, for the time being, it's the most comprehensive Web site that's out there."

Developers of the site said they plan to push for more timely data reporting on additional procedures and measures, such as risk-adjusted surgical outcome data, cancer care and cost comparisons. The site is to be updated quarterly.

While most of the state's major hospitals are represented on the site, some smaller and rural centers did not participate, citing lack of resources. Nonparticipating hospitals are listed on the Web site.

A few larger centers, such as UC Davis and Los Angeles County medical system, declined to participate this year. Both have already signed on for the next reporting period.

UC Davis Medical Center decided not to continue when the site changed its reporting criteria, said hospital spokeswoman Carole Gan. "It was a resource issue," she said. "We felt we would join after they finalized their reporting criteria."

All California Kaiser hospitals participated, said Dr. Alan Whippy, director of quality and safety for Kaiser's Northern California division. But Whippy noted that many important programs that have an impact on quality, such as disease management, are not included in the ratings.

"This is a piece of the elephant. It's not the whole elephant," she said.

Article by Victoria Colliver, email: [vcolliver@sfchronicle.com](mailto:vcolliver@sfchronicle.com).

### Laughs and Horror Stories

#### SALARY NEGOTIATIONS

Reaching the end of a job interview, the Human Resources person asked a young engineer fresh out of MIT, "And what starting salary were you looking for?" The Engineer said, "In the neighborhood of \$125,000 a year, depending on the benefits package." The interviewer said, "Well, what would you say to a package of five-weeks vacation, 14 paid holidays, full medical and dental, company matching retirement fund to 50 percent of salary, and a company car leased every two years, say, a red Corvette?" The Engineer sat up straight and said, "Wow! Are you kidding?" And the interviewer replied, "Yeah, but you started it."

#### HR Language

"Entry Level Position:" You'll be making under \$7 an hour.

"Entry Level Position in an Up and Coming Company:" You'll be making under \$7 an hour; we'll be bankrupt in a year.

"An Up and Coming Company Software Company:" We want you to get your hopes up, but there's no chance in hell we'll be the next Microsoft.

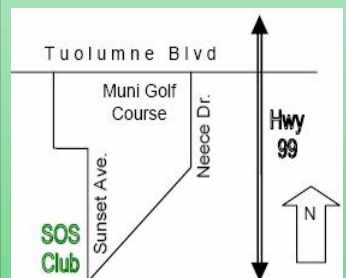
"Profit Sharing Plan:" Once it's shared between the higher-ups, there won't be a profit.

"Competitive Salary:" We remain competitive by paying less than our competitors.

### Fall Workshop

The CVHRMA Board is starting to plan for our Fall Workshop. Last year we were able to get the Workshop approved for CEU's. Any input from members on speakers, vendors, and any thing else related to the Fall Workshop would be greatly appreciated. Please send comments to Lynn Clay at [Ldclay@tid.org](mailto:Ldclay@tid.org)

[Directions to the SOS Club](#)  
[819 Sunset Ave](#)  
[Modesto, Ca](#)



### SHRM Conference

SHRM's 59th Annual Conference & Exposition, June 24-27, 2007. Las Vegas, Nevada.

Online registration at: [www.shrm.org/conferences/annual/](http://www.shrm.org/conferences/annual/)

### Advertisement

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